

# PROCEEDINGS OF THE FIFTH ANNUAL CONVENTION

CHICAGO, ILL., MAY 1, 2, AND 3, 1902

*First Day—Thursday, May 1, 1902.*

## FIRST SESSION.

One P.M.—Presentation of credentials, registration of delegates, and payment of annual dues.

The president called the convention to order at two-thirty P.M. Bishop Anderson, Bishop Coadjutor of Chicago, was introduced and made the invocation.

PRESIDENT.—I now take pleasure in introducing Miss Julia C. Lathrop, of Hull House, who is well known to all the members of the association, and who will deliver the address of welcome.

Miss Lathrop addressed the convention as follows:

"MADAM PRESIDENT, MEMBERS OF THE NURSES' ASSOCIATED ALUMNÆ: It is with great pleasure I welcome you to Chicago.

"At first thought it would seem most appropriate that the National Association of Nurses should be welcomed to Chicago, which is honored as the meeting-place of its fifth assembling, by some public official, but I suspect the Committee of Arrangements had a well-considered intention in allowing a mere member of the laity to beg you to believe that you are heartily welcome here. I judge that a formal and official greeting, such as is given in the case of foreign princes and other persons less universally necessary and admired than trained nurses, is not offered to you because it was felt that a word from someone who was only a part of the uncounted millions of your loyal constituency was, after all, a more significant, if a more modest, sign of our common pleasure in your visit.

"I only wish I knew how to express our welcome with an eloquence and directness which could even faintly suggest the great volume of gratitude which would overwhelm you from the homes of all sorts and conditions of men, from hospitals and camps and battle-fields, if it were voiced. This is beyond my power, but some sense of this reward in your profession, this universal appreciation, must surely be with each one of you. It is your unique privilege to reap golden opinions from all sorts of people. Physicians and surgeons when they succeed accord you credit for 'winning half the battle,' yet cannot hold you responsible for their failures, and while we sometimes complain of doctors who fail to restore us to health, you are held responsible for no failures, but are credited with at least solacing the miseries physicians do not remove. And when there comes a stern fate compelling someone dear to us 'to lie quiet, to ask for closed shutters and darkened room and cool drinks and an eased posture and opium,' then as never before we value that practised skill which eases the final departure and which is a constantly recurring demonstration that training means tenderness, that only scientific skill makes gentleness and even love truly effective.

"Trained nurses long ago had full recognition of their usefulness from the medical profession and the rest of the world. Now they have learned the value of combination to secure adequate pay, to secure laws for their protection, and,

perhaps not less important, many groups show delightfully successful coöperative householding combinations, which are particularly encouraging to wearied persons whose own housekeeping cares sometimes make them need a nurse.

"As women we may well be proud of the success and dignity which has crowned a profession already indispensable, which women have created for themselves, in which they are supreme and are in no danger of having their pay reduced or their occupation taken away by masculine competitors—a misfortune which men sometimes endure at our hands in other pursuits.

"Above all, this profession keeps sacred a sweet and high ideal of personal cultivation and behavior. There is, of course, a certain exquisite fitness which does not ignore training, but only shines the brighter for it, yet has existed without it, that sort of fitness which was never more charmingly sung than by Robert Louis Stevenson in the lines dedicating 'A Child's Garden of Verse' to Alison Cunningham. Do you remember? He says:

"For the long nights you lay awake  
And watched for my unworthy sake,  
For your most comfortable hand  
That led me through the uneven land,  
For all the story-books you read,  
For all the pains you comforted,  
For all you pitied, all you bore,  
In sad and happy days of yore,  
My second mother, my first wife,  
The angel of my infant life,  
From the sick child, now well and old,  
Take, nurse, the little book you hold."

"The development of nursing as a dignified pursuit is a most interesting and inspiring chapter in the history of women's advancement. It just now has reached a point—as viewed from without—of peculiar significance and importance, and it may not be amiss to submit to you briefly the impressions of an outsider and the hopes which many of us look to you to fulfil.

"In a paper written about ten years ago upon sick-nursing and health-nursing by Florence Nightingale there is a most remarkable degree of prophecy and wisdom, as one might well expect from a person of her creative ability. While she does not neglect details as to sick-nursing and the organization of hospitals, her chief emphasis is on health-nursing, and she says:

"We are only on the threshold of nursing. In the future, which I shall not see, for I am old, may a better way be opened. May the efforts by which every infant, every human being, will have the best chance of health—the methods by which every sick person will have the best chance of recovery—be learned and practised! Hospitals are only an intermediate stage of civilization, never intended, at all events, to take in the whole sick population.

"We find a trace of nursing here, another there, we find nothing like a nation or race or class who know how to provide the elementary conditions demanded for the recovery of their sick, whose mothers know how to bring up their infants in health."

"We may well admit that we are still in that intermediate stage of civilization indicated by the hospital, and that we are likely to remain there a long time, and that if we ever emerge the path will probably be blazed by the hospital and the training-school.

"I think that no one who has watched the steady increase in the scope of public institutions and boards having to do with public health either preventively, remedially, or custodially can doubt the tendency to make the care of public health in a large and comprehensive sense a matter of public concern. At the same time we recognize the constant influence of private charity, private initiative, on the more ponderous public efforts. Perhaps some illustrations will suggest this tendency and influence and the larger fields which we think invite the nurse.

"The Illinois Training-School for Nurses in this city has just attained its majority. It is carried on as a private enterprise, and nurses under contract in the wards of our free public hospital, called the Cook County Hospital. It has changed the atmosphere of brutality and stupidity which it found there in wards nursed by untrained political appointees and has made it pure and humane. Now this hospital is only a part of the charities carried on by the county of Cook. In addition there is a detention hospital for the insane in the same

enclosure with the County Hospital, and seven miles away, at Dunning, there are an infirmary and insane asylum with a population altogether of about three thousand. Moreover, the county of Cook (which is really the city of Chicago) has in State institutions for the insane more than two thousand patients. There is not one of these five thousand persons who is not sick or helpless, some of them are dying. The three thousand five hundred who are insane are sick with the saddest and most mysterious of human ailments. Now, at what point in all this assemblage is it logical or humane that the care and supervision of the trained nurse should cease? The need of the skill and of the personality of the trained nurse has lately become so evident at Dunning that as an integral part of the recent reorganization a superintendent of nurses has been placed in immediate charge of all the inmates under the medical superintendent. It will require years to work out fully a nursing force from this beginning, but a substantial advance has been made by the mere fact of a beginning, and the ability and character of the nurse in charge (Miss Helen Scott Hay), an officer of this association, give confidence in her personal success in a difficult situation, not the smallest detail of which is the care of fifteen hundred insane men and women.

"Let us consider for a moment the present status of nursing for the insane, and I confess it is for this purpose that I have asked you to leave the wards of the general hospital in imagination and enter the locked wards of the hospital for the insane. There are, roughly estimated, one hundred and thirty thousand insane persons in the country cared for at public expense. And while we have little unquestionable data as to the increase, yet in a rule-of-thumb way we all know that insanity increases, since the public hospitals are always increasing and are always filled. Most of the institutions are in charge of physicians, but the persons constantly with the patients are the attendants; upon these the patients must depend for personal care and attention and stimulus. Some years ago an inquiry was made by the State Board of Charities of Illinois as to the general status of attendants in hospitals for the insane in the United States. It was shown by the reports of fifty-eight institutions that in most hospitals the attendants eat with their patients and sleep in small rooms on the wards, that the average working day is sixteen hours, with two hours or less off the wards in every twenty-four hours; or, more exactly speaking, the whole of twenty-two hours at least is on duty, since attendants are liable to call during the night; that the general monthly wage is from twelve dollars to twenty-five dollars for women. No one can be surprised that recoveries are few, and that attendants show little ingenuity and become automatic machines for locking, unlocking, and relocking doors in a life so narrow and monotonous and nerve-destroying. Although there are training-schools of some sort in a considerable number of institutions, yet the prevalent conditions as to hours and wages show how far we are from reaching a standard which invites a competent trained nurse to adopt this work as an occupation. The hospital for the insane cannot send out its graduate nurses freely, as the general hospital does, and it must look to some system which will attract and retain for its own service in large measure those whom it trains. If the physician in the general hospital says that 'half the battle belongs to the nurse,' it is surely not less true on the acute wards of hospitals for the insane.

"Does not this service invite the attention of those who lead the training-schools in general hospitals? A system of training which would not only give rudimentary knowledge of mental disturbance, but which also would introduce occupations and games and interests indoors and outdoors—as Froebel and Pestalozzi introduced and vindicated play in the teaching of children—needs to be added on to the training of the general hospital. With nursing superintendents and head nurses thus equipped an organization of strong, good-tempered, and fairly intelligent attendants and orderlies under them would make possible a new life in the wards of hospitals for the insane. This would cost more, doubtless, but what justification in results has the present policy?

"We have the finest buildings in the world, the most marvellous machinery for heating, lighting, washing, cooking, and all that while the patients in the wards increase into a sad-eyed army of imbeciles, dullards, and maniacs.

"Can there be a more useful problem set before the nursing profession to-day than how to serve the victims of nervous and mental break-down?

"There is in this country and abroad an active effort to place cases of acute mental disorder in the category of general hospital cases, and thus under the care of trained nurses. Locally those of us who have watched the operation of the Cook County Detention Hospital are well persuaded that it should be a separately housed ward of the County Hospital, neither more nor less. And those of us who have seen in smaller towns the insane sent to jails when their brothers, equally violent in the delirium of fever, were managed in the neighboring general hospitals, look forward to a day when provision for the acutely insane shall be taken for granted in the plans of the general hospital.

"In the paragraph I quoted above Miss Nightingale makes a plea for health-nursing. She sets up a fine, progressive, and constructive ideal at the very point where a lesser person would have complacently erected as her own monument the standard of a perfect hospital training-school, and she thus reminds those of us who would perhaps gladly put all our emphasis at this time on the need of adequate nursing for the insane that there is a structural aim which must not be forgotten. No one can have less excuse for forgetting this noblest aim than one who lives in a crowded town and who is familiar with the work of the district nurse. One sees the difficulties to be overcome by a rural foreign peasantry thrust into a city tenement quarter. Not one detail of shelter, food, clothing, or social surroundings is familiar. As to the food-stuffs, with the cheap ones they are so unaccustomed, and the resulting dietary is often so bad, that one is almost tempted to accept George Herbert's saying, 'Whatever was the father of disease, an ill diet was the mother.' There are rumors of an ill diet of terrapin and champagne in other quarters of town, which also has bad results, but that is another story. In such a neighborhood the advice and wisdom which would be offensive if proffered by a friendly visitor or a neighbor becomes a part of the treatment of the case and not a social affront when given by the nurse, and one must know by observation in order to have any notion of what a cultivated, tactful, intelligent person can do when she has the *entrée* of a nurse. One sees the public school making the only authoritative public utterance of instruction in such a neighborhood, and one feels that somehow the teaching of hygiene and of the simple laws of cleanliness in city and family life, of first-aid-to-the-injured and the like, should be a part of the public teaching and should be taught by nurses and made practical and vital.

"One knows too that the ills of the city are only more spectacular, not more real, than those of the remote country-side, and it does not seem fanciful that wide-reaching schemes of public instruction should engage the attention of bodies like this.

"In England the County Councils have been empowered by Parliament to secure teaching of nursing and sanitary knowledge. In this country we must proceed in our own way, of course, but it may encourage us to know of similar efforts elsewhere.

"I would not say a word more did I not want to thank you for listening to me and to venture to ask your consideration at some time of the two points I have suggested: How best to bring your powers to bear in the care of the unhappy insane, and upon the untouched field of popular instruction in hygiene and sanitation. And finally and all the time believe that you will always be welcome wherever you go, but never more heartily than in Chicago, where some of your best examples adorn and serve the common good."

In response to the address of welcome the president said:

"It is very cheering and gratifying to the members of this association to be welcomed so cordially to the city of Chicago. Some of us have known something of your hospitality in the past, when our first nurses' gathering in America was held here in 1893. We were then unorganized, but the impetus received then has led to the formation of a society which now numbers over four thousand members.

"It would seem as if Chicago, this great city of the lakes, almost the centre of our country, with the sweet, pure breezes from the western prairies sweeping over it to the cool, calm waters of the lake beyond, might be a place where we could say 'It is good for us to be here,' that our thoughts and our deliberations might here be clear and pure and true. Here in the centre of so many and

varying interests, where the pulse beats quickly and life is so strenuous, may we again receive an impulse to greater activity. We stand on almost the western borders of our constituency, and reach out a hand to those beyond whom we hope to welcome to our ranks. It is a pleasure to welcome so many new friends, as it is a pleasure to meet again the old ones and exchange greetings.

"During the year now past one event in our nursing world has become a part of history. Our great Congress, representing all the great nursing organizations of the world, met in the city of Buffalo. Representatives of our profession from other lands and from Maine to California, from Northern Canada to Georgia and Alabama, met together in conference. Some of you may have come here expecting a similar meeting with its inspiration and uplift, but we cannot always dwell on the hilltops of exaltation—the work-a-day world dwells in the valleys, and the battles are generally fought on the plains. Some of the thoughts given to us there we have brought again to you here that we may discuss them and consider their intention and applicability, and that each may return to her home animated by a common purpose and desire towards a common aim.

"It would be pleasant to dwell upon the labor and service of those who have done so much for our profession, from our honorary and beloved member, Miss Florence Nightingale, whose rules on army nursing, hospital administration, home nursing, and sanitary regulations are still our models, through the long list of noble and self-sacrificing women, most of them still in active service, still laboring in our training-schools, East and West, North and South. In all our efforts they are still linked with us in service. To our Superintendents' Association we would give all honor. May its spirit of progress and initiative, of usefulness and of unison, remain with us, though we may not as often as in the past have the benefits of its members' attendance at our Annual Conventions, but we can work with them in their efforts towards the advancement of our profession. What our place and our work shall be rests with ourselves.

"Let me turn your attention briefly to the work mapped out for the present session. Various important committees will make their reports on the subjects entrusted to them, which will no doubt embody many suggestions upon which you will be called to act. This afternoon you will hear the report of the Executive Committee, with the number of new associations coming into union with us.

"An important report will be that presented to-morrow by our Committee on Revision of the Constitution. Our alumnae associations have multiplied all over the country, but with them have grown up a number of associations of equal standing, formed of nurses many of whom have removed from the neighborhood of their school and who feel the need of fellowship and mutual effort and aid. To many it seems advisable that these societies should become a part of our national association, and this question you will be asked to decide.

"Our national society is professedly social and educational. As a social organization it has brought the nurses of the country into a common fellowship, done away with petty rivalries and school jealousies, and brought us to where we are ready to work for the good of not the individual nurse or the individual school, but of the whole profession.

"Through five years of education we have been learning how to lay our foundations for a strong organization by first bringing nurses together who were naturally united by their school ties. From these we have been led to take an interest in what concerns the nurses of the country, and now through our affiliation with the Superintendents' Society we form the American Federation of Nurses, sending representatives to the great International Congress of Women. We have been learning, often through our mistakes, the value and necessity of conducting our meetings in proper form according to parliamentary procedure, and that no rules can be lightly laid aside or broken which safeguard the rights of the minority. Hence we are prepared before forming our State associations to proceed in a careful and perfectly legal manner where each step is of so much importance.

"What has been emphasized so often of late and what we direct your attention especially to at the meetings on Saturday is preliminary education before entering the wards for technical training. Our present system of training is by no means an ideal one. The work is most exacting and the long hours leave little time for recreation. When off duty in the wards time has to be found to prepare for and attend lectures. Many nurses break down in health and many

whose services would be valuable are lost to the profession. In many who have the strength to endure to the end the evil effects of the system are not less apparent. Lack of sympathy and indifference to the feelings of the patient are often charged against the nurse, but it is no wonder if she grow to perform her work in a perfunctory manner when it goes on ten or twelve hours a day, seven days a week, year after year, seeing little of the outside world, not coming in contact with anyone not connected with hospitals. Hospitals are supported by the public, and the public employs the nurses trained in them. If we are to have better nurses, better means must be used to obtain them. More interest shown in the nurse while preparing for future service, and the responsibility to the public of each hospital for the capability and training of the nurses sent out from the school fixed where it belongs, on the hospital authorities, and not on the nursing profession. The time has been when any place was good enough for the nurse's dormitory and anything was good enough for her meals, but gradual improvements are being introduced and more consideration shown for physical well being, and we hope before long to see the preparatory theoretical instruction given in a preparatory school, and the technical instruction obtained in the wards during reasonable hours.

"We also feel that we have reached the time when we should demand recognition as a profession through the granting of a proper certificate by a State constituted and maintained Board of Examiners. These subjects are of vital importance to all nurses. Though the demand for trained nurses is always increasing, the supply increases still more rapidly. Every small hospital in the country in order to secure service organizes a training-school for its own particular interests, and all sorts of nurses are thrust upon the public, good, bad, and indifferent.

"As Miss Catherine Wood says in a recent article: 'The training-schools do not take the public into their confidence in the matter of the failures among the large number which crowd into their wards, but we know that the percentage is a high one, and we also know that the profession and the public would both be the gainers if this percentage were still higher. The meshes of the professional net are either too large, permitting of the escape of all and sundry into the waters of public practice, or they are too small, and retain in the ranks of the profession small fry who choke the waters and are of no use in the ranks of trained nurses. So long as there is no standard gauge of mesh it follows that each training-school will weave its own mesh, and believe in it through thick and thin.'

"Our large schools are criticised that they fail to give instruction in the niceties of nursing. Too much attention is paid to operative proceedings and too little to the many little refinements which make the nurse acceptable in a well-bred home. The small schools are supposed to give only the special training required by the hospital and patients under treatment, and it is believed that there is a tendency towards speciality.

"We grant that our methods of instruction are very much varied. Nurses have been admitted to many schools without adequate preliminary training, and their after training has not been properly supervised and directed, and a lot of half-prepared women have crowded into our ranks with their main idea the acquiring of the almighty dollar, with but little thought for their profession, their vocation, or the public weal. The standard of qualification needs to be fixed, and also guaranteed by some independent authority. It would seem best to place it in the hands of the Regents where such are appointed, and make our education conform to the general scheme required by law.

"The number of schools should be reduced. No hospital which cannot give a nurse a thorough and adequate training should be allowed to establish a school. The efficiency of other schools would be increased by this State supervision and the quality of the nurses improved. There may be a variety of opinions as to the method of conducting these examinations and granting the license, but as to the general proposition there surely can be no objection. It will be seen that this is something more than a question of sentiment, something more than a matter of spasmodic effort or isolated attempt. It is a work worthy of the thought and effort of a great body, which will employ all our energy and resources in time to come. Our work in the past has been of value. There are great possibilities before us in the future. Shall we hesitate and fall back into

a disorganized, indifferent, selfish crowd of workers of all sorts and conditions, lacking *esprit de corps*, unity, and strength, or shall we go forward, perhaps through a wilderness of difficulties and trials, to the 'Canaan of our hopes'? Ours is a recognized profession for women, ours unquestioned and unchallenged; for it we need no emancipation, and towards it no antagonistic attitude is assumed by any. Shall we make it a greater and a nobler, held only by women who know the best and love the best, serving our generation according to our opportunities? May the guiding influence of the present lead us to nobler work in the future.

"I thank you very heartily for the words of welcome extended and for the gracious hospitality offered to us."

PRESIDENT.—We will now listen to the report of the Executive Committee, given by the secretary.

"MADAM PRESIDENT, DELEGATES, AND MEMBERS OF THE ASSOCIATED ALUMNAE: The Executive Committee begs to present herewith a summary of its work for the year ending May 1, 1902.

"The first Executive Committee meeting of the year was held in the Woman's Industrial Building in Buffalo on September 25, 1901. There were present at this meeting Mrs. Hunter Robb, retiring president; Miss Annie Damer, president; Miss Helen Scott Hay, first vice-president; Miss Harriet Fulmer, second vice-president; Miss Tamar E. Healy, treasurer, and Miss Mary E. Thornton, secretary. The committee at this meeting appointed the members of the various standing committees, as follows:

"*The Committee on Periodicals* (six members. See page 23, Fourth Annual Report).—Miss M. E. P. Davis, Boston and Massachusetts General Hospital; Miss S. F. Palmer, Boston and Massachusetts General Hospital; Miss M. A. Nutting, Johns Hopkins Hospital; Miss Harriet Fulmer, St. Luke's Hospital, Chicago; Miss M. W. Stevenson, Boston and Massachusetts General Hospital, and Mrs. Hunter Robb, Bellevue Hospital, New York.

"*The Educational Committee* (five members).—Miss A. J. Greenlees, Garfield Memorial Hospital, Washington; Miss Elizabeth Robinson Scovil, Boston and Massachusetts General Hospital; Miss Frances Stone, Presbyterian Hospital, New York; Miss A. M. Carr, Johns Hopkins Hospital, and Miss A. O. Tippet, Boston and Massachusetts General Hospital.

"*The Committee on Condensing Local Alumnae Reports*.—Miss Tippet, chairman, to choose her own associates.

"*The Printing Committee*.—Miss Idora Rose, Illinois Training-School; Miss E. M. Johnstone, St. Luke's, Chicago, and Miss B. Steele, Michael Reese, Chicago.

"*The Committee on Arrangements*.—Miss C. M. Reidle, of Illinois Training-School; Miss Persis Plummer, Boston and Massachusetts General Hospital; Miss M. R. Browne, Illinois State Association; Miss May Draper, St. Luke's, Chicago, and Miss Margaret Tooker, of Michael Reese.

"*The Committee on Revision of Constitution*.—Miss Helena Barnard, Johns Hopkins Hospital, to choose her own colleagues. These are Miss Mary M. Riddle, Boston City Hospital; Miss S. F. Palmer, Boston and Massachusetts General Hospital; Miss Breeze, Illinois Training-School, and Mrs. Hunter Robb, Bellevue Hospital.

"Since the amending of Article I. of the Constitution (see page 28 of Third Annual Report) made a change in the name of the association, the secretary was instructed to procure a new die for the official stationery.

"The second Executive Committee meeting was held in the Nurses' Club, 143 East Thirty-fifth Street, New York, on November 23, 1901. At this meeting it was decided to hold the convention for 1902 on Thursday, Friday, and Saturday, May 1, 2, and 3.

"A general outline of programme was made, one feature being an open meeting, for which the secretary was instructed to solicit subjects for discussion, particularly those of interest to the graduate engaged in private duty.

"It was decided that among the papers selected for the convention of 1902 should be some of those read at the International Congress of Nurses held in Buffalo in 1901.

"Mrs. Hunter Robb was proposed for our representative at the meeting of the National Council of Women to be held in Washington in February, 1902.

"The third Executive Committee meeting was held in the Lexington Hotel, Chicago, on Thursday, May 1, there being present Miss Damer, president; Miss Fulmer, second vice-president; Miss Healy, treasurer; Miss Thornton, secretary.

"A general outline was made of the business to be brought before the assembly and the correspondence of the year was gone over.

"During the year the applications of the following societies have been received: The Augustana, of Chicago; the Cooper, of Camden, N. J.; the German, of New York; the Hahnemann, of Chicago; the Hahnemann, of Philadelphia; the Lakeside, of Chicago; the Mary Thompson, of Chicago; the Mercy, of Chicago; the Methodist Episcopal, of Philadelphia; the New Haven, of Connecticut; the Protestant Episcopal, of Philadelphia; the Salem, of Massachusetts; the St. Luke's, of New Bedford; the Toledo, of Ohio.

"Of these the Augustana, the German, the Hahnemann, of Chicago, the Lakeside, the Mercy, the New Haven, the Protestant Episcopal, of Philadelphia, and the Toledo Alumnae were admitted to full membership.

"The Methodist Episcopal, Philadelphia; the Salem, Massachusetts, and St. Luke's, New Bedford, Mass., were found eligible for an associate membership.

"The Mary Thompson, of Chicago, and the Provident, of the same place, were sent the explanation that, owing to the fact that their pupil nurses were sent out upon private duty, their applications could not be considered.

"The secretary was instructed to place before the house certain correspondence, including invitations for the convening of the sixth annual meeting in the cities of St. Louis, Philadelphia, Boston, and Washington.

"Respectfully submitted by the Executive Committee.

"May 1, 1902."

The president called for the treasurer's report, which was presented by Miss Healy. (See page 755.)

PRESIDENT.—You have heard the report of the treasurer. If there are no questions or alterations, it will stand approved. We will now hear the report of the Committee on Arrangements, Miss Fulmer.

Miss Fulmer made the following report:

#### "REPORT OF COMMITTEE ON ARRANGEMENTS.

"The Lexington Hotel Banquet Hall has been secured for all sessions of the convention through the courtesy of Mr. Ross, the proprietor.

"Rooms and board for all delegates and visitors so desiring have also been arranged for at this hotel or with Mrs. Bouchier, 3040 Calumet Avenue.

"Two thousand invitations and programmes have been sent to nurses at various clubs and hospitals throughout the West. Mercy Hospital Management has arranged for a Nurses' Clinic, by Dr. J. B. Murphy, on Thursday at ten A.M.

"Thursday at eight-thirty P.M. there will be a reception at St. Luke's Training-School. A luncheon will be given delegates and officers by the Chicago Alumnae on Friday at noon. All nurses are invited, and tickets may be secured for one dollar from the Committee on Arrangements.

"The general information bureau is at the Lexington Hotel, or the Visiting Nurses' Association Rooms, 1408 Unity Building, 79 Dearborn Street. Information may be obtained from anyone wearing an entertainment badge.

"All delegates will be escorted to places they would like to visit by applying to anyone wearing an entertainment badge.

"The manager of the Illinois Training-School will be at home from three to five on Friday.

"After the luncheon on Friday all interested may avail themselves of the courtesy of Armour & Co., Libby, McNeil & Libby, and Swift & Co., who will furnish transportation and show the visitors their interesting packing plants.

"On returning from the visit all are invited to a reception at Grace Parish House, Fourteenth Street and Wabash Avenue, by St. Barnabas Guild for Nurses.

"Hull House will be open from four to six on Saturday for the reception of delegates.



TAMAR E. HEALY, treasurer, in account with the Nurses' Associated Alumnae of the United States,  
May 1, 1901, to April 29, 1902.

## RECEIPTS.

To balance on hand May 1, 1901.....	\$ 67 40	\$139 42
Initiation fees to date .....	295 65	
Annual dues .....	57 05	
Annual dues in advance for 1902.....	239 35	
Sale of Fourth Annual Reports .....	8 60	
Sale of Third Annual Reports .....	42 00	
Entertainment fees .....		
From Superintendents' Association, half of annual dues to National Council of Women .....	16 67	
From Superintendents' Association, six pins of National Council of Women.....	4 00	
Sale of three pins.....	2 25	
Interest on bank account.....	4 50	
		737 47

Examined and found correct.  
Byron Horton, Auditor,  
101 East 23d Street, New York.  
April 26, 1902.

\$876 89

## DISBURSEMENTS.

Rent of room for Fourth Annual Convention .....	\$ 15 00
Expense of incorporation.....	13 35
Entertainment of guests attending Congress .....	100 00
Secretary, for current expenses .....	17 82
Secretary, expenses incurred attending Fourth Annual Convention.....	34 50
Treasurer, for stamps, stationery, etc. ....	3 10
Treasurer, expense incurred attending Fourth Annual Convention.....	18 75
Annual dues to National Council of Women.....	33 33
Twelve pins of National Council of Women.....	8 00
Stenographer, copying and typewriting proceedings of Fourth Annual Convention.....	15 00
Stenographer, typewriting notices .....	1 15
Printing ballot slips.....	1 50
Stamped stationery .....	10 44
Printing Fourth Annual Reports.....	310 00
Freight charges.....	2 17
Auditing books.....	4 00
	\$588 11
Balance on hand April 29, 1902.....	288 78
	\$876 89

"Subscriptions to THE AMERICAN JOURNAL OF NURSING will be taken by the special agent during the convention."

PRESIDENT.—It has been suggested that the delegates provide themselves with note-books. I believe the Committee on Arrangements have provided a supply. The seats at the front have been set apart for the delegates, and visitors are welcome to the remaining seats.

If there are no further announcements to be made, we will adjourn until to-morrow morning, and the officers and old members of the association will be privileged, after this meeting, to welcome the new members and all visiting friends in the parlors after we leave this hall. We will now adjourn until to-morrow morning.

*Friday, May 2, 1902.*

#### SECOND SESSION.

The convention was called to order at ten A.M.

PRESIDENT.—We will now have the roll-call. The delegates will respond by name from the different associations and give the number of votes to which they are entitled.

The secretary called the roll, fifty-one delegates responding.

PRESIDENT.—The secretary will call your attention to the printed report of the proceedings of the last annual meeting and call for their adoption.

SECRETARY.—Madam President, I hardly think the delegates will expect me to read all of these minutes that have been printed here; each member has had a copy and is, consequently, familiar with the deliberations of the convention of 1901.

PRESIDENT.—You are all supposed to have read these minutes in the report sent out to the different alumnae associations. What is your pleasure with regard to the minutes submitted to you?

MISS KEATING.—Madam President, I move their adoption.

The motion was seconded by Miss Ross and carried.

PRESIDENT.—We will now listen to the correspondence.

The secretary read the following communications:

*"The Philadelphia County Nurses' Association to the Nurses' Associated Alumnae.*

*"At the meeting of the Philadelphia County Nurses' Association, held March 12 in Philadelphia, a resolution was passed cordially inviting the Associated Alumnae to hold their next meeting in Philadelphia in 1903.*

*"(Mrs.) H. S. ANDERS, Secretary.*

*"March 19, 1902."*

*"To the President of the Associated Alumnae, Buffalo, N. Y.*

*"MY DEAR MISS DAMER: The Alumnae Societies of Training-Schools for Nurses, represented by their undersigned presidents, cordially invite the Associated Alumnae of the United States to hold its annual meeting in Boston, Mass., in 1903.*

*"Boston and Massachusetts General Hospital Alumnae Society,*

*"M. E. P. DAVIS, President.*

*"The Boston City Hospital Nurses' Alumnae Association,*

*"MARY M. RIDDLE, President.*

*"New England Hospital Training-School Alumnae Association,*

*"DRUSILLA HODGINS, President.*

*"Massachusetts Homœopathic Hospital Alumnae Association,*

*"SUSAN E. TRACY, President.*

*"March 20, 1902."*

"PHILADELPHIA, April 2, 1902.

"Miss Mary E. Thornton, Secretary Nurses' Associated Alumnae.

"DEAR MADAM: At the last business meeting of the Pennsylvania Hospital Nurses' Alumnae Association I was instructed to write to you and to invite the Nurses' Associated Alumnae of the United States to hold their convention of 1903 in Philadelphia, Pa. It would give us much pleasure, and I am sure we should derive great benefit, if the convention could be held here.

"Very truly yours,

"CHARLOTTE E. PERKINS, Secretary,  
"734 South Tenth Street, Philadelphia, Pa."

"COLUMBIA AND CHILDREN'S HOSPITAL ALUMNAE ASSOCIATION,

"WASHINGTON, D. C., March 29, 1902.

"Miss Annie Damer, President of the Nurses' Associated Alumnae of the United States.

"DEAR MADAM: The Columbia and Children's Hospital Alumnae Association extend a cordial invitation to the National Associated Alumnae to hold its next annual meeting in Washington, D. C.

"ELIZABETH M. HEWITT, Secretary."

"THE ALUMNAE ASSOCIATION OF THE GARFIELD MEMORIAL HOSPITAL,

"THE VICTORIA,' WASHINGTON, D. C., March 22, 1902.

"To the President of the Nurses' Associated Alumnae of the United States,  
55 West Mohawk Street, Buffalo, N. Y.

"MY DEAR MISS DAMER: The Alumnae of the Garfield Memorial Training-School of this city are most anxious to have the Associated Alumnae meet in Washington in 1903.

"They wish to extend a cordial invitation, and earnestly hope that it will meet with your serious consideration.

"Very respectfully,

"HELEN N. GARDNER, Secretary.

"ANNA J. GREENLEES, President.

"MARY L. BAUSKETT, Chairman Executive Committee."

"NEW YORK, April 12, 1902.

"Miss Damer, President Associated Alumnae.

"MADAM PRESIDENT: I regret very much not being present at the meetings of the Associated Alumnae for many reasons, of which one is that I wish to urge upon the association the desirability of discontinuing the publication of the Annual Reports as a separate pamphlet, and of establishing the plan of having our reports appear solely in THE AMERICAN JOURNAL OF NURSING.

"The reasons I would give for this change in policy are as follows:

"I. The labor for the secretary entailed by the publication and distribution of a pamphlet report is onerous and is entirely beyond what we should ask of an unpaid secretary.

"II. It also throws an added and unnecessary burden upon the alumnae secretaries.

"III. The desired purpose, of making sure that each member reads carefully all the proceedings, is not attained by this complicated method.

"IV. Our official Journal should be made in actual fact what it now is only in part—viz., the official medium of all our transactions and communications, and the one sole medium. This would simplify our detail work immensely and would be direct and definite.

"V. The money now spent on reports could be far more satisfactorily invested.

"Hoping, Madam President, that this suggestion may receive your endorsement and the approval of the association,

"I am very sincerely yours,

"L. L. Dock,

"Member Bellevue Alumnae and Charter Member Associated Alumnae."

" April 30, 1902.

" *Miss Damer, President Associated Alumnae of the United States.*  
 " DEAR MADAM PRESIDENT: The International Council of Nurses hopes at an early date to publish a circular or leaflet to the public upon the desirable standard of a nurse's professional education and the different branches of which it should be composed. In this leaflet the desirability of a certain amount of preliminary or preparatory training will be urged, and the International Council believes it would be a help and support to have the expression of the Associated Alumnae on this point. Should the association feel disposed to pass a resolution expressive of its attitude towards preparatory work, may I hope that it will be considered in the light of a statement to the public at large?

" I remain very truly yours,

" L. L. Dock,  
 " Secretary International Council."

A word of greeting to the convention from the St. Luke's Alumnae, St. Paul, Minn., was read, and after calling the attention of the members to the circular letter sent out by "Truth, the Woman's Forum," the correspondence was finished.

PRESIDENT.—Several matters in this correspondence had better be delayed until we go into executive session. We will now have the report of the Committee of Arrangements for the morning if there is anything to announce.

Miss Fulmer announced that a photographer would be prepared to take a photograph of the delegates present at one P.M.;\* that the members of the Illinois Training-School would be at home from three to five; also a reception to delegates and visitors by St. Barnabas Guild for Nurses, Grace House, Fourteenth Street and Wahash Avenue, from four to six P.M.; and a special train would go from Twenty-second Street Station for anyone who desired to go to the packing plants of Armour & Co., Swift & Co., and Lihhy, McNeil & Libby; that all hospitals would be ready to receive visiting nurses and delegates from two to six in the afternoon; that Miss Julia C. Lathrop, Dr. E. C. Hackett, and Miss Brockway, residents of Hull House, would be at home Saturday from four to six P.M.

PRESIDENT.—Are there any other announcements to be made from any committee? If not, we will call for the reports of standing committees. The first is the Magazine Committee. Does any member of the committee wish to speak in general of its work?

MISS PALMER.—Madam President, the official report of the committee to the members of the society should properly be made in executive session, but I am very glad to take this opportunity of saying just a word or two in regard to the work of THE AMERICAN JOURNAL OF NURSING since it started. When it began it was simply the official organ of the Associated Alumnae. It now has been in existence a year and a half, and has been made, as you know, the official organ of the New York State Nurses' Association, the American Society of Superintendents of Training-Schools for Nurses, the Order of Spanish-American War Nurses, and the Guild of St. Barnabas. Certainly we have a right to say that THE AMERICAN JOURNAL OF NURSING is the official nursing journal of this country. The work is going on slowly, but the gain is very steady. The professional interest is growing everywhere, and the business status is improving all the time, but, of course, we want the coöperation especially of members of the alumnae. We want the general support of the nurses of the country, and we want to be able to broaden our field very largely. We can only do this by a more cordial coöperation than we are having in some directions, but still we feel that for the little time the JOURNAL has been in existence our success has been almost

\* The photographs were not sufficiently good to warrant reproduction in these pages.—ED.

remarkable. We have, as I say, made a slow but a very steady growth,—a staying growth,—and while we do not feel that the JOURNAL is by any means perfect, we know that we can make it more perfect with greater experience and with a larger subscription list, which will enable us to broaden on many lines. We all feel very much encouraged in regard to its success. Business men say our success has been very unusual—for a body of women who have taken hold of the matter without previous training. I feel personally that the JOURNAL is a great bond of sympathy between the nurses of this country, and that we have gained and broadened more in this year and a half than we have done in any period previous to that time, and we shall go on broadening with each one of these meetings. They bring us more in touch with the general work in which we are interested.

There will be a few copies of the JOURNAL at the door, which members may take with them.

PRESIDENT.—We will hear the report of the Committee on the Course of Study read by the secretary.

The secretary read the report, as follows:

"REPORT OF COMMITTEE ON COURSE OF STUDY.

"MADAM PRESIDENT AND MEMBERS OF THE SOCIETY: For the better purpose of comparison of the work of this committee a résumé of the work done since its formation is given.

"While the suggestions have not been followed throughout, they have evidently stimulated and helped in some measure.

"It will be seen from the subjects proposed for study from year to year that the outlook has broadened. The tendency is to study municipal affairs in their relation to hygiene, sanitation, etc., and to learn in what way a nurse can help to improve the health of her community.

"In New York the Alumnae Associations of the New York, Presbyterian, Bellevue, Post-Graduate, Roosevelt, and St. Luke's Hospitals united for a course of several months, the line of study including clinics, visits to municipal institutions, and current events. Several societies also combined for a ten-weeks' course in parliamentary law.

"In Boston the Alumnae of the Massachusetts General and the Boston City studied parliamentary law together.

"A new feature this year in the line of progression has been the formation of the county associations, but, like the State associations, the time so far has been given to organization.

Course outlined by Committee.	Date.	Followed course.	No course.	No reply.	Different work.	Last year's course.	No. associations.	Suggestions.
Parliamentary law, bacteriology, ethics, hygiene, nursing topics.	1899	16	4	7	....	....	27	Nursing and literary subjects.
Parliamentary law, sociology, district and hourly nursing, foods, kitchen, laundries.	1900	5	3	7	16	....	31	Sociology, housekeeping, hypnotism, electricity, dietetics, sanitary inspection, hydrotherapy.
Parliamentary law, food, business methods.	1901	6	3	....	19	10	38	Sanitary inspection, Consumers' League, the retired nurses' resources, tuberculosis, infantile feeding.

"Respectfully submitted,

"ANNA J. GREENLEES, Chairman Committee."

PRESIDENT.—You have heard this report. Do you wish to have any discussion upon it? You notice how very few of the associations follow the course suggested, and the committee would like to know whether you feel like continuing it another year—that is, whether the local associations prefer to arrange their own courses of study.

MISS RAMSDEN (University of Pennsylvania Hospital).—Madam President, in the Philadelphia County Association we felt that we needed relaxation more than keeping up with nursing study. We felt that we must have something else to think about when we leave our patients, and consequently we took a literary course, and had a professor from the University of Pennsylvania who is assistant professor of literature, and he gave a course on the English novel, so that the members had that to talk about when they went back to their patients. Then after that course we had some lectures by the doctors. Next June we hope to have a course in literature by the same professor.

PRESIDENT.—What has New York City to say about the course of study?

SECRETARY.—Madam President, in New York it has been the aim of the committee to gradually develop interest in lines not strictly pertaining to nursing (if anything could be said not to pertain, even ever so slightly, to this many-sided work of ours), yet closely allied to the profession; we are, this year, considering taking advantage of a proposition made us by the League for Political Education. For a nominal fee from each alumnae we shall be able to have a course of twelve special lectures—on “Social Reform,” on “Civil and Municipal Government,” and on “Current Events.” Aside from these lectures, each member will be given the privilege of attending the Saturday morning lectures at the league and the freedom of the reading-room.

PRESIDENT.—What has Boston been doing?

MISS DAVIS (Massachusetts General).—Madam President, the Boston nurses have been following the course pretty closely laid out by the Associated Alumnae. I don't know that they have always kept to the exact plan, but they have taken those subjects that have been proposed this year, besides studying parliamentary law with the Boston City Hospital graduates. We took up also a course of business methods for nurses in our own alumnae. I think that we realized that perhaps that would be the best method for us to follow. We see our own needs—what we are most lacking in. Therefore I think that sometimes the subjects that might be proposed by the Associated Alumnae would not touch all of the societies.

PRESIDENT.—How about the isolated alumnae—where there is only one association in a city?

MRS. CUTHBERTSON (St. Luke's, Chicago).—Madam President, the Chicago Association has taken up a course in parliamentary law. It seems to our alumnae association that there are too many subjects proposed for each year.

MISS HINCKLEY (Salem).—Madam President, I found that the outline of the Alumnae Association had helped our association very much. The past year we have studied parliamentary law.

PRESIDENT.—Are there any others? If not, we will defer further action until the executive session. We will call for the committee's report on the annual reports from local societies.

Miss Riddle read the following report for the chairman of the committee, who was not able to be present (see page 762):

NAME.	Membership.	New members.	Meetings held.	Purpose of meetings.	Loss of members by death.	Loss of members by resignation.	Remarks.
New York Hospital Training-School.	285	31	Annual meeting.	.....	1	.....	Short course in parliamentary law given by Miss Adele B. Fields. Funds contributed towards work in Nurses' Settlement for teachers in singing and dancing.
Massachusetts General Hospital, Boston.	201	30	Monthly from October to May (inclusive).	Business, educational, and social.	2	.....	Two courses of study have been carried out, one taught by Mr. Montague Chamberlain on "Prevailing Business Methods," and the other "Parliamentary Law," taught by Mrs. Shattuck. In the latter course the Boston City Hospital Alumnae and Boston Nurses' Club also united.
Boston City Hospital.	210	10	Two of whole Alumnae and four Executive Committee.	Business and social.	.....	.....	About twenty members, including four delegates, attended Congress of Nurses in Buffalo. United with Massachusetts General and Boston Nurses' Club in a course of ten lessons on parliamentary law given by Mrs. Shattuck.
Hospital of the University of Pennsylvania.	123	19	Monthly.	.....	1	6	Met with Alumnae Associations of Presbyterian, Pennsylvania, Philadelphia, and Episcopal Hospitals and united in forming The Philadelphia County Nurses' Association. "Benefit" given in aid of the Endowed Room at Chestnut Street Theatre in February.
New York Post-Graduate Hospital.	122	25	Monthly.	Business and social.	1	.....	United with the five other New York Alumnae Associations for study course. Club-house work carried on. Library station secured for club.
Brooklyn Hospital.	94	5	Monthly.	Educational.	.....	.....	Course in parliamentary law by Miss Adele Fields. In response to letter from Dr. Grace Watkins, twenty-five dollars sent towards building a hospital in Porto Rico. Registry established. Talk on State registration in December by Miss Thornton.
New England Hospital.	74	4	Monthly.	Business.	....	4	Registry and club-house discussed.
Bellevue Hospital.	7	15	Eight.	.....	3	7	Course of lectures, clinics, receptions, and entertainments under New York Associated Alumnae. Delegates sent to Nurses' Congress in Buffalo and to the Albany State Convention. Sick members have been visited and sick fund called on to the extent of three hundred and forty-three dollars.
Garfield Memorial Hospital.	53	10	Monthly.	Educational.	.....	.....	Eight lectures by physicians to the alumnae. Sixteen lectures given by members of the alumnae to Mothers' Association and Girls' Friendly Society on "Home Nursing." Attempt to increase the fellowship and <i>esprit de corps</i> among nurses.
Columbia and Children's Hospitals Alumnae.	50	12	Quarterly.	Social and educational.	....	2	Lectures by physicians. United with Garfield Hospital in course on parliamentary law and other lectures and talks.
Hospital of the Good Shepherd.	47	..	Monthly.	Business, social, and instructive.	.....	.....	Club-house established. Code of ethics adopted. Delegates sent to Congress of Nurses and Convention of New York State Nurses' Association.

NAME.	Membership.	New members.	Meetings held.	Purpose of meetings.	Loss of members by death.	Loss of members by resignation.	Remarks.
Illinois Training School.	265	30	Monthly.	Business, educational, charitable, and social.	4	17 dropped for non-payment of dues, 5 reinstated.	Lessons in parliamentary law by Mrs. John D. Overman. Lessons in domestic science, Miss E. Lutz. Original papers on infantile diseases. Thimble-bee for charity crèche.
Pennsylvania Hospital, Philadelphia.	.....	.....	Monthly.	Business, and instructive and social.	.....	.....	Consideration of beneficial fund for sick and disabled members. United with the four other large hospitals, Presbyterian, University of Pennsylvania, Philadelphia, and Episcopal, in forming the Philadelphia County Nurses' Association.
Presbyterian Hospital, Philadelphia.	.....	.....	Monthly.	.....	.....	.....	Interesting address by Mrs. Bedford-Fenwick in September on the International Federation of Nurses. Eight hundred and fifty dollars raised by fair towards endowment of bed for sick members. Course of lectures given on the English novel.
Hartford Hospital.	.....	.....	Quarterly.	Business and instructive.	.....	.....	A committee formed to take steps towards raising ten thousand dollars for the endowment of a bed for sick nurses in the hospital.
Orange Training-School.	.....	.....	Four.	.....	.....	.....	Dinner given by alumnae to graduating class. Isolation infirmary for graduate nurses to be built, fund raised by graduates and land given by Hospital Board. Great interest in State Association.
Maine General Hospital.	30	..	Monthly.	Educational.	.....	.....	Papers read by members who are at present in other hospitals. Aided members through the sick benefit fund.
Long Island College Hospital.	150	..	Monthly.	Social.	3	.....	Lectures on parliamentary law, on Yellowstone Park. Annual outing in Prospect Park.
House of Mercy.	48	..	Quarterly.	Business and social.	.....	.....	Plans formulated for furnishing an obstetrical room in the new hospital. A room has been furnished and endowed for the graduate nurses in this new building. Fifteen hundred and twenty-eight visits made to poor patients by the nurses of this association. An invitation received from the Union for Home Work to have the society represented on their board.
Presbyterian Hospital, New York.	105	..	Monthly.	Business and social.	.....	.....	United with New York Alumnae Associations for study course. Took a third share in magazine. Twenty-five hundred dollars donated to loan and benefit fund by Mr. John S. Kennedy, president of Board of Managers of Presbyterian Hospital, and six thousand dollars donated by a friend, whose name is withheld.

**"REPORT OF COMMITTEE FOR CONDENSING REPORTS OF LOCAL ALUMNÆ ASSOCIATIONS.**

"The committee has only received seventeen reports from the local associations, and therefore feels it can give but a poor idea of what has been done by the Associated Alumnae as a whole. Those from whom we have heard, however, all speak of greater interest, increased membership, and more frequent meetings.



"Most have done something in an educational way, though not always following the suggestions of the Committee on the Course of Study. Several have taken thought for their sick or disabled members either by joining a benefit fund or raising money for the endowment of a bed in a hospital.

"Two report outside work done for charity, one lectures given the Mothers' Association and Girls' Friendly Society, and the other sewing for the charity crèche.

"The Philadelphia associations have united in forming the Philadelphia County Nurses' Association, which is open to all graduates from recognized training-schools in Philadelphia County.

"We give on pages 761 and 762 the table of condensed reports.

"ALICE O. TIPPET, Chairman.

PRESIDENT.—You have heard the report of this committee. Do you wish to have any discussion upon it? If not, we will take up the report of the delegate to the National Council of Women.

As the delegate, Miss Richards, was not present, Miss Davis read the following report:

"REPORT OF THE FOURTH TRIENNIAL COUNCIL OF WOMEN OF THE UNITED STATES.

"MADAM PRESIDENT: The council met in Washington, D. C., February 19 to 25, 1902, Mrs. Fannie Humphreys Gaffney, of New York, president.

"Many notable women were present, among whom were Mrs. May Wright-Sewall, of Indianapolis, Ind., president of the International Council of Women and honorary president of the Council of Women of the United States; Mrs. William Todd Helmuth, of New York, cabinet head of the Department of Foreign Relations of the council; Mrs. Lucretia Blankenburg, of Philadelphia, Pa.; Miss Clara Barton, of Red Cross fame; Miss Susan B. Anthony, so well known in connection with the suffrage movement, and many others.

"The colored women were very ably represented by Mrs. Josephine S. Yeats, president of the National Association of Colored Women.

"Societies many and varied were represented.

"Able and exhaustive papers were read and discussed.

"Intensely interesting were reports from the different societies, all showing the upward and onward movement among women; and all societies seem to have been brought closer together by these exchanges of ideas.

"Some very excellent addresses were listened to, among which was that of the Rev. Anna H. Shaw upon the 'Ethics of Race Relationship,' in which she told of conditions in the West Indies as found by her on her recent visit there.

"Much work was accomplished, a brief outline of which I give here:

"(1.) It was voted that representation at the quinquennial meetings be increased to nine from each council, three delegates *with* votes and six *representatives without* votes.

"(2.) That all representatives upon standing committees be retained during the whole quinquennial period.

"(3.) That members of all international committees are eligible to sit with the executives of their own councils, *but without* votes.

"(4.) All chairmen of standing committees are to be ex-officio members with the Executive Committee *with* votes.

"(5.) That all members of standing committees be invited to sit *as listeners* at executive sessions but cannot vote.

"(6 and 7.) Was the budget of appropriations for the International Council. Voted that a Finance Committee be formed, not to consist of the treasurers of the National Council, but to be chosen by the new administration.

"(8.) That plans be formulated by which members by paying one hundred dollars may become international patrons.

"(9.) The Peace Propaganda was discussed at length, but the delegate from the National Alumnae did not hear any of this discussion.

"(10 and 11.) Voted that America be urged to establish a National Bureau of Information, this being considered very important.

"(12.) An international badge was discussed and one design suggested.

This is to consist of a bar with pin, suspended from which shall be a ball to represent the earth.

"(13.) Mrs. J. Ellen Foster, of Washington, D. C., was appointed to represent the United States at the International Council on the Committee on Domestic Relations under the law.

"(14.) Councils are to be urged to send representatives to all expositions.

"(15.) The Finance Committee is to consider the necessity of travel and expense in connection with the organization. Miss Maria Purdy Peck is to represent the National Council of the United States on the Finance Committee of the International Council.

"(16.) Mrs. William Todd Helmuth, of New York City, was appointed to be the representative of the council at the annual executive meeting in Copenhagen, Denmark, the coming summer.

"(17.) The new administration to consider representatives to go to Berlin in 1904.

"(18.) The Committee on Internationalism is to see that each affiliated organization is adequately represented at Berlin. Twelve countries have already formed Committees on Internationalism. The president of each home organization is to suggest representatives.

"(19.) The new officers elected are: President, Mrs. William Todd Helmuth, New York City; vice-president at large, Mrs. Swift; corresponding secretary, Mrs. Miller; first recording secretary, Mrs. Weaver; second recording secretary, Mrs. Barrett, 218 Third Street, N. E., Washington, D. C.; treasurer, Mrs. Hollister, 307 Kirby Avenue, Detroit, Mich.

" Respectfully submitted,

" LINDA RICHARDS."

PRESIDENT.—Will you kindly explain to the members our relation to the Council of Women?

MISS DAVIS.—I will have to have that explained to me. I don't understand it in the least. I was simply asked to read the report for Miss Richards.

Miss Keating (Buffalo General) stated that she represented the council at Buffalo last year, and that she understood that the Associated Alumnae was represented through its affiliation with other associations that were affiliated with the National Council of Women.

PRESIDENT.—We have a report from the American Federation of Nurses which will be presented and will explain still further, which the secretary will read.

The secretary read the following:

" THE AMERICAN FEDERATION OF NURSES.

" Committee's report to the Associated Alumnae and the Superintendents' Society:

" MADAM PRESIDENT AND MEMBERS: Your committee has the honor of presenting the following report:

" The American Federation of Nurses was represented at Washington in the National Council of Women on February 19, 20, 21, and 22 by its president, Miss M. A. Nutting, of the Johns Hopkins Hospital, who was chosen by the Federation committee to fill this position, and by its delegate, Miss Linda Richards, of the Taunton Hospital.\*

" The president read an official report of the federation, which is enclosed herewith,† and the delegate read a paper entitled 'The Entrance of the Nursing Profession into Reform and Prevention.'‡

" During the year past the secretary has been called upon by the National Council to furnish items regarding its work and aims for the official bulletin of the council. This has been done.

\* Miss Nutting remains president during the triennial period of the Council of Women.

† See May number of JOURNAL.

‡ See June Number of JOURNAL.

"The National Council of Women has asked that a member of the federation shall undertake to report yearly to the council all events of a public nature showing advancement in our profession, progress in an educational way, or a more liberal attitude of public opinion and law towards our profession. This request has been met by Miss Sophia F. Palmer.

"We have also been requested by Mrs. Sewall to appoint a member who would serve on a committee charged with the duty of working for a universal demonstration in favor of peace and international arbitration on the basis of the Hague Conference. This demonstration is to be held simultaneously in fourteen countries, comprising almost all of the civilized nations, on the 15th of May. While we did not feel able to promise any extensive assistance, we have appointed a member who is aiding this movement in New York City, Mrs. Emma Keith Booth, a graduate of St. Luke's, New York, under Miss Maxwell, who very generously donated the share of the federation in printing expenses.

"The financial obligations incurred in our relationship with the National Council of Women have been equally divided between the Associated Alumnae and the Superintendents' Society. They have been: (1) the annual dues, (2) the expense of delegates, and (3) the pins of the National Council. These may be sold again to any individual member, and other members desiring these pins may obtain them from the secretary of the council, Mrs. Ida M. Weaver, Boise City, Idaho.

"The President and the members of the Committee of the Federation of Nurses all feel that the federation ought, in time, to embrace all national organizations of nurses, and they informally suggest at this meeting that the members present take this idea back with them for consideration. All that is necessary is that other national organizations of nurses shall agree to pay their share of the dues to the council, to provide their quota of members on the committee, and to be ready to respond to calls for a share of the duties involved, which, as we see so far, are not exacting or continuous, but confined to some special service now and again.

"This affiliation, while it leaves us all free in our respective societies, brings us before the public as one body, and brings us into relations with the National Councils of all lands in the international meetings which are held every five years.

"Respectfully submitted,

"L. L. DOCK, Secretary.

"TAMAR E. HEALY,

"LUCY L. DROWN,

"L. E. GREETER,

"MARY E. THORNTON.

("Miss Nutting, president, absent from the country.)

#### "NATIONAL COUNCILS AFFILIATED.

"*The National Council of Women of the United States*.—Formed March, 1888. Federated June, 1893. Mrs. Fannie Humphreys Gaffney, president, 41 Riverside Drive, New York City, N. Y.

"*The National Council of Women of Canada*.—Formed October, 1893. Federated July, 1897. Lady Taylor, president, 49 Madison Avenue, Toronto.

"*The National Council of Women of Germany*.—Formed 1894. Federated July, 1897. Frau Marie Stritt, president, Seidnitzerplatz 1, Dresden.

"*The National Council of Women of Sweden*.—Formed January, 1896. Federated July, 1898. Fru A. Hierta-Retzius, president, 110 Drottninggatan, Stockholm.

"*The National Council of Women of Great Britain and Ireland*.—Formed October, 1897. Federated July, 1898. Hon. Mrs. Arthur T. Lyttleton, president, Castle House, Petersfield, Hants, England.

"*The National Council of Women of Denmark*.—Formed March, 1899. Federated March, 1899. Froken Henni Forchammer, president, Ingemanns Vej, 3 B. Copenhagen.

"*The National Council of Women of New South Wales*.—Formed July, 1896. Federated March, 1899. Viscountess Hampden, president, Government House, Sydney.

"*The National Council of Women of Holland.*—Formed March, 1899. Federated March, 1899. Mmc. Klerck van Hogendorp, president, 11 Alexanderstraat, The Hague.

"*The National Council of Women of New Zealand.*—Formed April, 1896. Federated May, 1899. Mrs. Sheppard, president, Box 209, P. O., Christchurch.

"*The National Council of Women of Tasmania.*—Formed May, 1899. Federated June, 1899. Lady Dodds, president, Government House, Hobart.

"*The National Council of Women of Switzerland.*—Formed December, 1899. Mlle. Helene Mulinen, president, 62 Rue de la Justice, Bern.

"*The National Council of Women of Italy.*—Formed March, 1900. Federated June, 1900. Contessa Taverna, president, Torno Laga di Como, Rome.

"*The National Council of Women of France.*—Formed August, 1900. Mlle. Sarah Monod, president, 95 Rue Neuilly, Paris.

"*The National Council of Women of Argentina.*—Formed September, 1900. Senora von Praet de Salas, president."

PRESIDENT.—Would you like to ask any further questions upon these reports? If not, we will proceed to the report of the Committee on the Revision of the Constitution, which was appointed a year ago, which will be presented by Miss Palmer for Miss Barnard, who is chairman, but unable to be present.

Miss Palmer explained that the committee had not all gotten together during the year and the work of revision had to be done by suggestion from different members through correspondence, which was a difficult way of doing work of this kind. She said the committee found that the association had so outgrown the old constitution that the only thing to do was to make a clean sweep of the whole thing without very much regard to the old by-laws; but that those articles of the constitution that were included in the incorporation papers could not be changed without an act of the Legislature of New York State. Miss Palmer then read the draft of constitution and by-laws that had been prepared.

#### " CONSTITUTION.

##### " ARTICLE I.

###### " Name.

" This association shall be known as the Nurses' Associated Alumnae of the United States.

##### " ARTICLE II.

###### " Objects.

" The objects of this association shall be to strengthen the union of nursing organizations, to elevate nursing education, to promote ethical standards, in all the relations of the nursing profession.

##### " ARTICLE III.

###### " Eligibility.

" Nursing organizations whose members are graduates from general hospitals giving not less than two full years of training in the hospital shall be eligible for membership in this association by sending thereto accredited delegates and paying annual dues.

##### " ARTICLE IV.

###### " Membership.

" The membership in this association shall be divided into active, permanent, and honorary.

" Active membership shall consist of delegates duly elected to represent the nursing organizations belonging to this association, including all officers.

" Permanent membership shall consist of charter members, former delegates and officers.

" Honorary membership shall consist only of women who shall have rendered distinguished services in the nursing profession.

"ARTICLE V.

*"Officers.*

"The officers of this association shall be a president, first and second vice-presidents, secretary, and treasurer. They shall have such duties as shall be hereinafter provided.

"ARTICLE VI.

*"Board of Directors.*

"SECTION 1. The officers of this association, with the presidents of recognized State associations, shall constitute a Board of Directors.

"SECTION 2. They shall elect an Executive Committee from their members for the transaction of business.

"ARTICLE VII.

*"Annual Meeting.*

"The annual meeting of this association shall include all officers of the association and delegates from nursing organizations in such proportion to their numbers as shall be hereinafter specified, permanent members and visitors according to the rules of the association.

"ARTICLE VIII.

*"Amendments.*

"SECTION 1. Amendments to the constitution shall be proposed in writing at the first session of the second day of the annual meeting, and shall be voted upon at the annual meeting next subsequent to that at which such amendment shall have been proposed, it being provided that each nursing organization shall receive a copy of any proposed amendment at least three months prior to the meeting at which action is to be taken. Provided, further, that when an amendment is properly under consideration, and an amendment is offered thereto germane to the subject, it shall be in order, if adopted, and shall have the same standing and course as if proposed at the preceding meeting of the association.

"SECTION 2. A majority vote of all members present at the meeting shall be required.

"BY-LAWS.

"I.

*"Meetings.*

"This association shall hold an annual meeting at such time and place as may be determined upon by the association from year to year.

"II.

*"Duties of Officers.*

"SECTION 1. The president shall preside at the annual meeting and appoint all committees not otherwise provided for. She shall be an ex-officio member of all committees.

"SECTION 2. The vice-presidents shall, according to their rank, in the absence of the president perform her duties.

"SECTION 3. All officers shall be elected annually.

"SECTION 4. The secretary shall keep the minutes of the meeting, conduct the correspondence of the association, and send by mail to the Board of Directors and to the nursing organizations copies of all such matters as may be necessary. She shall preserve all papers, letters, and unpublished transactions of this association.

"SECTION 5. The treasurer shall collect, receive, and have charge of all funds of this association. She shall deposit such funds in a bank of good credit, shall make all her payments by check, and shall pay such bills only as shall have been approved by the president or the chairman of the Executive Committee. She shall submit her reports and accounts every year to the auditor, and shall report to the Executive Committee, whenever requested to do so, the financial standing of the association.

## " III.

*" Board of Directors.*

" SECTION 1. The Board of Directors shall be composed of the president, vice-presidents, secretary, and treasurer, and the presidents of affiliated State organizations, but until such time as the Board of State Presidents shall be sufficient, a requisite number of directors shall be appointed from among the permanent members of the association to make the Board of Directors eleven. Nominations for such offices to be made by the Nominating Committee and election shall be by ballot.

" SECTION 2. The Board of Directors shall choose from its own members an Executive Committee of at least five, who shall meet as often as necessary and transact such business as may come before it. They shall report at the annual meetings.

" SECTION 3. The Board of Directors shall appoint an Eligibility Committee and such sub-committees as may be required for the proper transaction of business.

" SECTION 4. The Executive Committee shall have the treasurer's accounts audited yearly by a professional auditor.

## " IV.

*" Membership.*

" SECTION 1. Active members shall be duly elected delegates from affiliated nursing organizations. They shall be entitled to vote at the annual meetings. They shall be eligible for office and shall have the right of debate.

" SECTION 2. Each affiliated organization shall have the privilege of sending to the annual meetings of this association one delegate for every fifty of its members and one delegate for every additional fraction of more than half that number; organizations of less than fifty may send one delegate.

" SECTION 3. Organizations with large membership may send delegates with power to vote by proxy, such delegates to bear credentials showing the number of votes to which their organization is entitled.

" SECTION 4. Each organization shall notify the secretary of the association of the number of delegates who will be present at the annual meeting at least one month prior to the date of this meeting.

" SECTION 5. Permanent members, unless personally known to the president or secretary, shall bring credentials from their organizations. They shall be entitled to attend all general sessions of the annual meeting and to participate in debate on professional and ethical subjects. They shall continue in these privileges so long as they remain in good standing in their organizations. They shall not be entitled to vote, but they shall be eligible to reelection as officers or delegates at any time.

" SECTION 6—*Honorary Members.* The names of such proposed members shall be presented at the close of the first session of any annual meeting and shall be voted upon at the closing session of the same. A unanimous vote of the members present shall be required to elect. Honorary members shall be given all the privileges of the association, but shall not hold office and shall have no votes.

" SECTION 7. All nurses in good standing in affiliated organizations may attend all general sessions of this association, but shall not be entitled to the privilege of vote or debate. They shall present a card of admission signed by the president of their organization.

## " V.

*" State Organizations.*

" SECTION 1. When a State organization shall have become affiliated with this association its secretary shall send annually a copy of its constitution and by-laws, with the names of its officers and members, to the secretary of this association, who shall transmit it to the Executive Committee.

" SECTION 2. The presidents of affiliated State organizations shall, during their term of office, be members of the Board of Directors.

"VI.

*"The Right of Appeal.*

"Any nursing organization may have the right of appeal to the Board of Directors, whose decision shall be final.

"VII.

*"Guests.*

"The president of this association shall have the privilege of inviting special guests to the general sessions of the annual meeting.

"VIII.

*"Committees.*

"SECTION 1. All standing and sub-committees not otherwise provided for shall be appointed from the floor unless ordered by a vote of the association.

"SECTION 2. The standing committees shall be as follows, appointed by the Board of Directors:

"(a) On Arrangements,

"(b) On Publications,

"(c) On Eligibility.

"(a) Committee on Arrangements shall consist of not less than five members. The chairman of this committee shall be a resident of the city in which the annual meeting is to be held.

"It shall be the duty of this committee to prepare and arrange the programme of papers and discussions, and in conjunction with the Committee on Publications to prepare a complete programme for the entire session, and provide as many copies of the same as may be necessary. It shall make all other arrangements for the meeting and superintend the registration of delegates and permanent members. It shall send to the Publication Committee a report of its proceedings within one month after the adjournment of the annual meeting.

"(b) The Publication Committee shall consist of three members, one of whom shall be the secretary.

"It shall be the duty of this committee to obtain estimates of cost before printing, and supervise all publications of the association.

"(c) It shall be the duty of the Eligibility Committee to investigate the fitness of all nursing organizations applying for membership in this association. They shall report their findings to the Board of Directors, whose decisions as to eligibility shall be final.

"IX.

*"Nominating Committee.*

"The Nominating Committee shall be formed thus:

"SECTION 1. Immediately after adjournment of the morning session of the first day of the annual meeting, the delegates of all affiliated organizations present shall go into executive session, and a Nominating Committee of five shall be appointed from the floor, only one nomination to be made by the delegates of any one organization.

"This committee shall organize by electing a chairman. It shall be the duty of this committee to nominate at least two candidates for all offices of this association.

"It shall report as the first item of business at the afternoon session of the second day of the annual meeting, and election shall be by ballot at the same session.

"SECTION 2. A majority of any committee shall constitute a quorum unless otherwise provided.

"SECTION 3. All standing committees shall report annually.

"X.

*"Dues and Fees.*

"SECTION 1. Each and every nursing organization joining the Nurses' Associated Alumnae of the United States shall pay an initiation fee of five dollars for every fifty members and for every additional fraction of more than half that number. Organizations of less than fifty members shall pay five dol-

lars. This fee shall be paid by the treasurer of each organization within one month after admission into this association.

"SECTION 2. This fee shall include annual dues for the first year. Annual dues thereafter to be fixed yearly by the Board of Directors of this association. Annual dues shall be paid to the treasurer at the annual meeting.

"SECTION 3. Any nursing organization which shall neglect to pay its annual dues for any year shall not be entitled to send delegates to the annual meeting of this association of that year.

"SECTION 4. Any organization which shall fail to pay its dues for two successive years shall cease to belong to this association.

#### " XI.

##### *" Fiscal Year.*

"The fiscal year shall extend from the end of one annual meeting to the beginning of the next.

#### " XII.

##### *" Amendments.*

"Amendments to the by-laws of this association may be effected by a majority vote at any meeting, due notice of such amendments having been given one month prior to the meeting.

#### " XIII.

"Deliberations of all meetings of this association shall be governed by the 'Woman's Manual of Parliamentary Law,' by Harriet R. Shattuck."

It was moved and carried that the report be taken up and discussed.

A motion was made that the association recommend the adoption of a clause in the by-laws to the effect that a three-years' course be required in hospitals before nurses are qualified to go outside the hospital to nurse, and that all alumnae having a membership in the National Association be required to conform with this ruling.

After considerable discussion the motion was lost.

Miss Keating moved that there be a recording secretary and a corresponding secretary.

MISS DAVIS.—Our constitution under which we are incorporated only provides for one office, but the secretary may appoint an assistant at any time.

MISS McISAAC.—Madam President, I should like to ask what the society will do about the charter members. I think they should have a vote, but as the by-laws stand none is given them.

Moved by Miss Riddle, seconded by Miss Ross, that a list of charter members be printed in the constitution and by-laws, that the aforesaid members be given the privilege of voting, and that a clause to that effect be inserted in the by-laws. Carried.

The secretary moved that the clause, "Unless personally known to the president or secretary" in Article IV., Section 5, of by-laws be stricken out. Seconded and carried.

A motion was made by Miss Ross and seconded by Miss Spear that the clause "and shall have the right of debate" in Article IV., Section 1, of by-laws be stricken out. Carried.

PRESIDENT.—Is there anything further on this article? If not, we will have to defer consideration of the other proposed articles until our next executive session. We will have to take the time to-morrow morning.

The convention then took a recess until eight P.M.



May 2, 1902.

EVENING SESSION.

The president called the convention to order at eight-thirty P.M.

PRESIDENT.—The Nominating Committee has requested that the association take action to-night upon the place of meeting for next year in order that it can nominate the chairman of the Committee of Arrangements, who must be a resident of the city in which the meeting is held. What is your pleasure?

MISS RAMSDEN.—Madam President, I move that the Associated Alumnae meet in Philadelphia. Seconded.

MISS SEARS.—Madam President, Washington will give a most cordial welcome to the association. I suggest that the association hold their meeting where they can do the most good and work up the most enthusiasm. You will be most cordially welcomed to Washington.

Miss Hodgins moved that the convention be held in Boston. Seconded.

A vote was taken as to the place of next meeting and Boston received nineteen votes, Philadelphia eighteen votes, and Washington nine.

PRESIDENT.—We will listen to a paper by Miss Linda Richards, "The Entrance of the Nursing Profession into Reform and Preventive Work," which will be read by Miss Davis.

[See May number THE AMERICAN JOURNAL OF NURSING.]

PRESIDENT.—The question which interests us most to-day is that of State organization. Mrs. Bedford-Fenwick has covered the ground so perfectly in her paper as read before the International Congress in Buffalo that we feel everyone interested in the subject should hear it, therefore I will ask Miss Riddle to read the paper:

"THE ORGANIZATION AND REGISTRATION OF NURSES.\*"

"BY MRS. BEDFORD-FENWICK,

*President of the International Council of Nurses.*

"'Would'st thou plant for Eternity? Then plant into the deep infinite faculties of man, his Fantasy and Heart.'

"Such it seems to me must be the aim of any worthy scheme of organization for nurses, the inspiration of whose work is Divine, and the dutiful performance of which inevitably ennobles the worker.

"This question of the organization and registration of trained nurses has occupied my mind for many years, and, indeed, there are few subjects which can be of greater importance to any profession than those which relate to its organization and to the basis upon which its recognized membership is founded. In the case of nursing it will be generally admitted that these matters are still in an inchoate condition, although our pioneers have dug and delved and loosened the roots of many prejudices.

"As most trained nurses know, there is at present no general standard of training and certification adopted for the nursing profession. Some hold that nursing is still so infantile in its growth that it would be impossible to define a general and universal curriculum of education. Others, however, have argued strongly that until nursing education is systematized, and not only its period but its various details are accurately defined, there can be no hope for any general improvement of the nursing profession, for the simple reason that education must form the foundation on which the whole structure of professional organization is built.

\* Read at the International Congress of Nurses, Buffalo, U. S. A., 1901.

"But all nurses who have considered the question intelligently have grasped the fundamental principle that our profession, like every other, needs regulation and control, and we claim that this power of control should rest in our own hands. That in our corporate capacity we must have the right to live and move and have our being, and that it is from our own ranks that the women must step out to whom the responsibility of guiding our destinies must be entrusted,—women, strong and faithful, able and willing to maintain intact the trust imposed upon them.

"Where are these women to come from? Surely from our training-schools. The undergraduate of to-day is the superintendent of to-morrow, and it is to our training-schools that we must turn with hope for the future. In the hands of the superintendents of to-day there rests an enormous responsibility. In their wise selection of probationers, and in the example and precept they set before their pupils, they can sound the keynote of the tone of the nursing profession of the future. Now is the time to assure probationers that it is not enough that they attain technical proficiency. Unwearied devotion to the sick—obedience to medical directions—these lessons have been taught and well assimilated in the past, and have resulted in prodigious self-sacrifice and the crowning of many martyrs in the battalions of the great army of nurses all over the world. This fine devotion to duty is mainly the result of the lessons received by nurses during their training from high-minded women placed in authority over them. It is magnificent, but it is not enough. In addition to a fine example in all the domestic virtues, and in selfless devotion in the practical care of the sick, our young nurses must be inspired also with a keen sense of citizenship, so that when they leave the training-school they will be fully alive to the importance of their public and professional duties and be ready to enter their corporate life in the right spirit, the spirit which asks not what it is to receive, but what it can give, for this, after all, is the essence of professional as opposed to commercial existence. They must be taught that their predecessors have won for them privileges and liberties which are a sacred trust, which are not theirs to hold or renounce at will, but which it is their duty to jealously guard. Further, they must be fired with ambition not only to maintain the standard attained by their predecessors, but also, in their day and generation, to guide their profession onward and upward. There are heroic qualities in the modern woman which will respond to such teaching.

"Perhaps at the present time the practical is in advance of the ethical side of our work, just because in a great measure we have been so occupied in raising our standard of practical proficiency that we have had little time, and given too little thought, to the preparation of the pupil for the wider obligations which lie before her when she emerges from the state of tutelage and becomes an independent graduate.

#### "PRACTICAL ORGANIZATION.

"Experience has shown that both among men and women the best and strongest bond of union is to be found in the close ties of friendship formed by those who have been educated together or have passed through the same course of training, and who are naturally drawn together by sympathy with, and admiration for, their common Alma Mater. And thus the system so wisely inaugurated in the United States, now being also successfully followed in the United Kingdom, the union of nurses belonging to the same training-schools for mutual help and protection, offers in many respects the strongest bond, as well as the greatest incitement, to nurses to associate together.

"We may take it, then, that the units of organization in the nursing profession should be societies of nurses who hold the certificate of the same training-school, and who are therefore graduates of their profession. The exercise of the graduate vote would thus enfranchise professionally each certificated nurse, and it would become the aim of every probationer not only to obtain the certificate of her school, but admission to membership of its league.

"Whilst realizing that combination is the best means of effecting organization and reform, the weight of our nursing societies does not depend upon their numerical strength, but on the vital force and courage of their individual members. Spirit is an intangible thing. Anatomists tell us they dissect a body and do not find it. But it is indisputable that the great movements which stir society from its very foundations are invariably produced by the workings of the living

spirit of man. Such great movements usually owe their impetus to one of those master spirits endowed with the genius, energy, and confidence which fit a man to wield these moral forces; to reveal to his age the wants of which it had but a dim and perplexed consciousness; to interpret to it its own confused and half-formed opinions, and to give them shape, compactness, and strength.

"For some time to come there will remain a large body of nurses, working in various branches of nursing, who are not eligible for association in connection with the large training-schools. In England hundreds of these practical workers are engaged in private and district nursing, and in organizing our profession some means must be found to associate together this large number of workers. How is this to be done? Why not by forming a National League of Nurses, composed of delegates representing each training-school society, and also of delegates from professional association of nurses, formed for the benefit of nurses, who hold the approved qualifications of training?

#### "A NATIONAL COUNCIL OF NURSES.

"Having by delegation formed a National Society or League of Nurses, it would appear to me to be desirable to advance organization still further by affiliating together in a federation of nurses, preferably called a National Council, representatives of the matrons' and nurses' national societies in equal proportions. Thus a council of nurses might be formed in each country representative of every nursing interest, which would be eligible for affiliation with the International Council of Nurses, so that in a very simple manner every graduate nurse would have voting power direct or through the chosen delegate of her training-school league in the National League, and also in conjunction with the superintendents in the National Council, and yet still further in the International Council of Nurses.

"The National Council would act as the supreme representative of the nursing profession in its own country; would be able with united power to make representations to the government of the country on all nursing questions; it should organize a Parliamentary Department, and so focus and coördinate the local influence of every one of its component societies, and through them the personal influence of every individual nurse with members of the Legislature, that in any act dealing with or relating to nursing matters the interests of the nursing profession should be completely protected and safeguarded.

"Finally, through its representatives upon the International Council it would obtain and disseminate throughout its own country, for the information and instruction of its component societies and their members, news of what is transpiring in the nursing profession, and of all that tends to the improvement of nursing in every other country in the world.

"And so we arrive at the crown and apex of the organization, as I have sketched it out.

#### "THE INTERNATIONAL COUNCIL OF NURSES.

"The objects which it is hoped this new body will be able to attain in the future will be to draw together the nursing councils of the different nations; to diffuse among them professional information from each country which will be useful to all; to unite together and thus strengthen the efforts for professional improvement which may be made in any country by the assistance and advice of the nurses in other lands.

"And, above all, to arrange for the holding of international congresses in different countries on the same grounds as those which have made such meetings so valuable in the past, for the general consideration of important nursing matters, and for the determination of questions which are of common interest and importance to the nurses in every country. Such, then, in brief, are the suggestions which I would make for the organization of nurses, each country, of course, carrying out the principles by its own methods and by details which seem to each to be most appropriate.

"Passing on now to the second branch of my subject,

#### THE REGISTRATION OF NURSES,

I would suggest a measure in broad outline which would, I imagine, be easily adaptable, and with variation of details equally applicable to every country.

"It being admitted that the nursing of the sick is a matter which closely affects every class of the community, and that it is therefore of extreme importance to the public welfare that those who undertake the responsible duties of sick nursing should be not only absolutely trustworthy from a personal point of view, but skilled also in their technical duties, it follows that it is the duty of the State to provide public safeguards in this matter. It is therefore suggested that the Legislature in each country should pass an act forming

#### A GENERAL NURSING COUNCIL.

This body should be empowered to deal with all educational matters affecting nurses; that is to say, to define the precise curriculum through which every woman must pass before she can be certificated as a trained nurse.

"It must define the period of her training and the subjects of her education; and no nurse would then be permitted to offer herself for examination until she produced a schedule duly signed by the matron of her training-school testifying as to her general good conduct and practical proficiency. And by the lecturers upon the different subjects in the curriculum testifying that she had attended the regulation number of lectures and demonstrations on each subject.

"It would be the duty of the General Nursing Council to appoint examiners and hold examinations, and to grant to candidates who passed those examinations a State diploma in nursing.

"It would be the duty of the Nursing Council to register nursing qualifications.

"It is probable that it would call into existence nursing colleges to facilitate its educational work.

"The first result, therefore, of the appointment of such a council would be that a uniform system of nursing education and a uniform standard of qualification would be established throughout the country in question, because, it is almost needless to add, the Nursing Act would make registration essential as a qualification to practice, and no one would be permitted, under heavy penalties, to term herself a trained nurse or to take any fee or reward as such unless she were duly registered.

"Then, again, it would be the duty of the General Nursing Council to strike off from their list the name of any registered nurse who proved herself to be unworthy of trust and professional confidence.

"So, on the one hand, the public would be protected against the ignorant and inefficient persons who now can term themselves trained nurses, can obtain the most responsible work in that capacity, and so bring danger to the sick; and the nursing profession would be protected against those members of the calling who bring discredit on its fair name and on all their fellow-workers. It would be the duty of the Nursing Council to publish each year a complete list of its registered nurses, showing the names and addresses, the date of registration, and the nursing qualifications possessed by each nurse in parallel columns against her name, so that in future any person desiring information on the subject could, by reference to the register of trained nurses, ascertain at once with certainty whether any given person were or were not a trained nurse and, in the latter event, precisely what nursing qualifications she possessed.

"Then we come to the constitution of the Nursing Council. Without going into arguments which would be out of place on this occasion, I would briefly say that the council should be constituted so as to represent the different interests involved. First, the government of the country by established custom demands its own representatives on such a council. The training-schools of the country should possess representatives who would be of the greatest possible practical assistance in the determination of the great educational questions with which the council would be called upon to deal, and the registered nurses themselves, whose interests would be those most involved, should, I consider, be given an ample representation, and should be entitled to elect by ballot a certain number to represent them on the General Nursing Council of their country.

"With regard to its finances, I consider that every nurse should pay a substantial fee for registration and a small annual amount each year. The object of this latter payment requires perhaps to be explained. It would not only provide the council with a large permanent income for its working expenses, but it would

compel the nurse each year to give her present address, a matter the importance of which, in the case of such a profession as nursing, and for the correct keeping of the register, need scarcely be insisted upon. Indeed, I fear that if this measure were not adopted, so many nurses would neglect to give their changes of address, and so many would die or marry or disappear without the knowledge of the registrar, that the register would speedily become hopelessly incorrect, and therefore utterly unreliable. But a further object and advantage of the annual fee would, to my mind, be that the Nursing Council would thereby be provided with funds to enable it efficiently to protect the public against nursing quacks, and to protect the registered nurses against oppression and injustice, by means of a legal prosecution in the first place, and of legal defence in the second.

"I must trespass no longer on your attention. I thank you for the courteous hearing you have given me. I have endeavored to deal with general principles on which a common ground of agreement may be found, rather than with details on which differences of opinion are certain to exist. I only hope, and that most earnestly, that the deliberations of this Congress on this vitally important question to our profession may result in the determination of some common ground of action on which we shall all be agreed, for which we can all cordially work together, and which shall in the future bring about the best possible system, whatever that may prove to be, of organization for the nursing profession and of State registration of trained nurses."

PRESIDENT.—Several of our States have already organized for the purpose of securing registration, and we will hear from some of their delegates. Mrs. Stephens, of New Jersey, a member of the Orange Memorial, has prepared a paper which will be read by Miss Spear, of the Paterson General.

Miss Spear read the following paper:

"The idea of State registration is of such recent growth, and its importance is so little realized by the great majority of the nursing profession, that it becomes the duty of those who have entered into the spirit of the movement and foresee its manifold advantages to preach a crusade which will draw every member into the ranks. Much hard work will be involved, as we have prejudice to overcome, ignorance to enlighten, and general apathy to fight against. A large majority of workers have been contented with their present status, closing their eyes to the needs of their less fortunate fellow-workers. The most successful have been satisfied that no change should take place, and have failed to observe the signs that in the future something more will be demanded than the certificate which gave them their places in the nursing profession ten, fifteen, and twenty years ago. Nothing is standing still, and few things have moved with more firm footsteps than the advancement in skilled nursing; and with so wide a field open to all competitors, there are broad gaps through which have entered, and will continue to do so in increasing numbers, those who have no more right to stand side by side with us than has the medical student who has failed to satisfy his examiners to practise his profession, or those professors who go by the name of quack doctors. Surely the standard of graduate or trained nurse should be equally lofty and above reproach. It is not intended, by any means, to belittle the services which an untrained nurse can render in the homes of those unable to afford the skill of the thoroughly educated and equipped graduate from our many and excellent training-schools, but there must be a very distinct line drawn between the class who pick up their knowledge partly by the instinct that is supposed to lie dormant in the 'born nurse' and partly buy or gather their experience from each new patient who employs them, and the woman of education and culture, who is best fitted for the work, with her natural love and aptness, who gives up three or more years wholly and entirely to perfecting the skill which she will bring to bear upon carrying out intelligently the orders she knows how to receive. We have much to do in awakening ourselves, the general public, and, let me add, last, but not least, the medical profession also, to the need that exists for uniformity and organization, and we shall find great difficulty in the apathy of the mass until we can answer to their satisfaction the cry which carries with it such a selfish tone, 'What good will it do me?' Let us rather demand, 'How can we best help others by this move-

ment?" The more it is thought over and talked about, the more clearly will reasons present themselves answering the question if we will but keep the gain to ourselves equally balanced with the profit to others.

"Let us put forward the dignity and advancement of our calling. Let us never be contented with what *has* been, but look on to what more can be done. Only a few years back the number of eligible nurses was limited; now we have to compete with ever-increasing classes, who graduate year by year from all kinds of schools and under all kinds of conditions. When we think that these things are drawbacks which will not grow less, we must see that uniformity and organization are needed to maintain a just balance, and that nothing short of registration—that is, State registration—is going to accomplish the end in view, and as each State regulates its own public affairs, so will each State form its own organization, demanding the right to take its own professional standing and to be protected from those who sail under false colors. At present a costume is accepted as an outward and visible sign of proficiency, no matter what lack of credentials exists. The family accepts the person who presents herself to care for their nearest and dearest, and many times, in the anxiety of the moment, no questions are asked, and if the case goes favorably, all well and good, they are satisfied, and even if they should subsequently find out she was not all they expected, she was good enough, perhaps, to be employed again. But that is not enough for us. Let the doctor who engages her or the friend who recommends say fairly and squarely just what her status is, as given faithfully by herself, and let her not borrow the items of a costume to masquerade as a trained nurse. By all means let these women be employed where it is desirable; but the public must be educated to appreciate the difference, and the untrained assistant must take a distinct and separate level, as unskilled labor will do in the markets of the world. A State organization with its well-considered constitution and by-laws places all its members on a plane of equality that cannot be travelled by those who remain outside, and by rigidly maintaining among themselves the highest standard of proficiency, it will be but a question of time before the strength of its position will eloquently speak for itself, and if there be any truth in the adage that the best always comes to the front and that there is always room at the top for the best, it will be found without doubt that the old order has passed away, and that when people have learned to know where the best can be found, they will not be satisfied with inferior aspirants of doubtful antecedents who can produce no certification of competence or character, and it is to be hoped that the distinction will be so clear and well defined that we will no longer be judged side by side with those who are acknowledged to be untrained or those who have even been summarily dismissed from their respective places of training. In all this we must be honest and true workers, laboring for the good of the many, with the future well before us, and the honor of our particular school and State writ large in our hearts; then we shall not fail in our endeavor to better our cause and raise the standard of the nursing profession to the highest point attainable."

PRESIDENT.—We will now hear from Illinois, Miss Pickhart.

Miss Pickhart read the following:

"Since Mrs. E. B. Hutchinson, president of the Illinois State Association, and I are members of the same association, I beg that she, being better informed, give an outline of the work attempted and accomplished in Illinois. However, I would like to ask every nurse present, whether organizing or joining a State association, to have a copy of Mrs. Bedford-Fenwick's most excellent paper at hand. I will repeat what Mrs. Fenwick tells us, that 'the basis upon which the recognized membership is founded must be clear.' Let this be well understood, for we must know *what* we want. Fairness to the average nurse and the ability to point out to the public the practical application of our efforts certainly must bring us support. We cannot adopt methods adopted by other professions, but I think if every step is given ample time, if the work is done by women who have a true appreciation of the ethical side of our work, we can see the possibility of a result. Mrs. Fenwick further tells us that 'the weight of our nursing societies does not depend upon their numerical strength, but on the vital force and courage of their individual members.' We must look for these in our own

ranks, and when the standard has been defined we may hope to see our great wish fulfilled. May every woman interested in the education of nurses begin by instilling the probationer with a feeling of obligation which goes far beyond her hospital and personal duties, and the teaching of to-day will make better women, nurses more helpful members of society, and State registration possible."

PRESIDENT.—We should like to hear from Mrs. Hutchinson, president of the Illinois State Association.

Mrs. Hutchinson addressed the convention as follows:

"THE WORK OF THE ILLINOIS STATE ASSOCIATION OF GRADUATE NURSES.

"The desirability of State registration for graduate nurses is unquestioned by all who wish to see trained nursing raised to a profession, not only for the benefit of the nursing world, but as a safeguard to the community at large, whose only means of recognizing a nurse is by her uniform, the wearing of which is assumed by all sorts and conditions of nurses. With the great strides that have been made in medicine and surgery during the past decade there has been an increased demand for technical knowledge and training on the part of the nurse. In order to intelligently carry out the instructions of the modern physician, a specialization is necessary which was not required some years ago. In the case of such common diseases as typhoid fever and pneumonia, which run a definite course irrespective of any treatment ever proposed, the painstaking scientific nurse requires a thorough knowledge of hygiene, dietetics, baths, and sanitary science.

"That the public may have the benefit of this professional nursing is one of the prime objects of the legislation sought. With this sentiment abroad in the Alumnae Association of Illinois, the graduate nurses have been impelled to take steps to procure recognition by the State. The first movement looking towards the above result was taken when in response to a general invitation a mass meeting of one hundred and eighty nurses, representing many training-schools, met in the Masonic Temple, Chicago. The present Illinois State Association is the outcome of that meeting. A constitution and by-laws have been adopted by the association. The article claiming most of our time and attention relates to eligibility for membership. This has been freely discussed among us, with the recommendation from a special committee that a 'two-years' course in a general hospital of not fewer than fifty beds and where systematic courses of instruction are given' should be the minimum of requirement. This question will come before the association for a vote at our next meeting.

"The subject of admitting nurses who have had less than two-years' training, but who by virtue of years of experience might be considered eligible, has been discussed, but no decision arrived at. In order to obtain any legislative sanction a bill looking to State registration would have to include a provision stating that the above provisions, regardless of what they were, would not apply to those nurses already engaged in the practice of nursing who held a diploma from any training-school competent to issue such a diploma. Any legislative measure which did not include this latter provision would be in the nature of an 'ex post facto' law, and would certainly be bitterly contested and undoubtedly, if passed, would be vetoed or reversed by the courts. This view of the question seems just when one recollects that those women fulfilled the requirements existing at the time they graduated, and that through the pioneer efforts of these same nurses we are now able to demand a standard so much higher.

"The plan adopted in England of incorporating in the proposed bill a specified time in which these nurses could apply for a license to practise in the State seems eminently fair. I should say, however, most emphatically that this would not apply to those persons who had never entered a training-school, or who, having entered one, had not completed the course.

"Whether membership shall be composite or individual has not been fully determined upon. The balance of opinion is for individual membership in this State, as the outlying training-schools are very few, and this seems the only plan upon which the nurses could be brought together. We have been admitted to the Illinois Federation of Women's Clubs of the State and have been endorsed by the prominent women's clubs of the State. The best newspapers of the city

have aided us by endeavoring to create a sentiment in favor of this movement throughout the State, so that the bill will be more intelligently received when presented for passage. We have official action from all the medical societies of the State. While this object may be gained by our united efforts, only universal *esprit de corps* and determination on the part of the nurses to keep the standard high will make recognition by the State worth while.

"We, the members of the Illinois State Association, look forward with pleasure to the coöperation and assistance that must be felt from contact with the broader experience and knowledge of this national body."

PRESIDENT.—We shall be glad to hear what Virginia is doing if Miss Cocke will be kind enough to tell us.

Miss Cocke spoke as follows:

"Though Virginia was, I believe, the second State to follow the lead of New York in the organization of a State Nurses' Association, we are moving very slowly in our work and feeling our way very carefully as regards legislation, fearing to injure the cause we have at heart by any unwise or hasty action. Many of our legislators are 'old-fogies' in their ideas, and the measures we present in our application for a charter have to be carefully framed, else they will be vetoed in the start.

"As far as the nurses are concerned, all who have been approached are interested in the scheme for the State Association and ultimately State registration, but the nursing profession in Virginia needs an impetus and uplifting upon more advanced lines of education. So far the majority of women in the State have entered the field mainly as a means of self-support, and in the effort at wage-earning fail to realize and carry forward its higher ideals. This is more their misfortune than their fault, and it is through the State Association that we are trying to reach the individual nurse and call her attention to what the nursing profession means to its members and requires of them.

"At present members are admitted upon rather a liberal basis, but we propose to adopt stricter rules and admit only those holding diplomas from training-schools which give a three-years' course.

"The objects of the State Association are those embodied in Article II. of the constitution of the Associated Alumnae,—viz., to establish and maintain a code of ethics; to elevate the standard of nursing education; to promote the usefulness and honor, the financial and other interests of the nursing profession, and ultimately to obtain registration."

PRESIDENT.—The report of New York State was written by Miss Dock. She is unable to be present, and it will be presented by Miss Keating, of Buffalo, also a member from New York.

Miss Keating read as follows:

"It seems to me important that in beginning to legislate we should set our wishes and aims in two columns,—those which are possible through the law, and those which are impossible. That will prevent us from imagining, or letting others imagine, that all the abuses existing in our profession will be at once corrected when we get a nursing law passed.

"There are certain important things which we can reach through the law. There are others, more important still, which we cannot reach thus.

"We must decide on the most fundamental *possibility* of the law and work for that, yet always recognizing its limitations.

"The fundamental possibility of law is that we can through it affect and improve the course of training given by training-schools. We can work for that, and we must.

"The limitation is that not through or by any act of legislation can we make an *ethical* and *honorable* woman. That is the impossibility; and so, after all our work in lawmaking is done, we have only effected the *lesser* thing, and left the greater untouched, for the *woman* will always be the *most* important thing,—more important than her education,—though we realize the great importance of that.



"Let us not imagine, therefore, that we shall put the unethical nurse out of existence by getting legal status. We can only eradicate her by a slow process of moral force, moral and ethical education, and the stimulation of high standards upheld by the organized body of nurses. If we could feel sure that *only* the discarded probationer or the spurious nurse did the deeds of ill-repute, we could fondly hope that everything would be done when we got legal status. Unfortunately, we all know that discredit is sometimes brought on our profession by those holding an irreproachable diploma.

"The two forces must therefore work side by side to attain the best results; on the technical side, the power and authority of the law; on the ethical side, the moral force of the head of the school, her assistants, and the whole army of those who are serious-minded and proud of their calling."

PRESIDENT.—We now have a half-hour for discussion, and I hope all the members will express their views very generally upon this subject. What are they doing in Massachusetts?

MISS RIDDLE.—Madam President, they are moving slowly. I have just been informed here to-night that the members of the medical profession were thirty years in getting State registration in Massachusetts. What do you think of our prospects?

PRESIDENT.—Is Pennsylvania moving as slowly as Massachusetts, Miss Rudden?

MISS RUDDEN (University of Pennsylvania Hospital).—They are moving very slowly in our county associations, but we have not got as far as the State yet. The club-women of Philadelphia do not approve of nurses' clubs.

A DELEGATE.—The doctors of Philadelphia have not only said they were in favor of it, but they will help us get State registration.

A delegate from Virginia said that was also the case there.

MRS. HUTCHINSON.—A representative from Philadelphia said she thought that the club-women thought that the nurses were born nurses and not trained nurses. I don't think so at all. It seems to me if the doctors give the untrained nurses the backing from the start they will always have their following, and they will engage them whether we have State registration or not. I would like to have the opinions of other nurses.

MISS DAVIS.—Madam President, conditions ought to be brought about to give the *trained* nurse a legal status, without throwing anybody out of work,—the untrained nurse can always get work,—to keep the trained nurse in her proper place and give her a proper status in the eyes of the law that she does not have now at all. We are not asking to put these women down and not give them work. Let us get State registration to give *us* our proper status.

MISS RIDDLE (Boston City Hospital).—I think the last speaker has struck the keynote. Moreover, by doing this you do not antagonize the people who are in favor of the untrained nurse, and the less that these people are antagonized the more certain our prospects of success. (Applause.)

PRESIDENT.—We would like to hear from any others. If ~~there~~ is nothing further to be said, this brings our meeting to a close for the evening.

The convention then adjourned until the next morning at nine-thirty.

*Saturday morning, May 3, 1902.*

### THIRD SESSION.

PRESIDENT.—We will begin an open discussion on subjects suggested by members. Some have already been sent in and the secretary will furnish one for discussion.

The secretary read the following:

"The instruction by the superintendents of pupil nurses in their duties to the alumnae associations of their schools."

PRESIDENT.—This is an open meeting, and we would like to hear from everyone who has any ideas to express.

MISS SONN (Illinois Training-School).—Madam President, our superintendent has included in the last year of the training some literary work instead of so much class work. We have a regular course in the duty of the nurse to her alumnae, and she devotes at least two or three weeks to that study, and we are supposed to look up the subject, and she gives us all the information she has been able to get from her experience, which is very extensive in that line.

MISS CADMUS (Presbyterian Hospital, N. Y.).—Madam President, this idea is incorporated in the third year of instruction in the Presbyterian Hospital of New York.

MISS SMITH (Farrand).—It is part of the course at Farrand.

MISS RAMSDEN.—Madam President, the Pennsylvania Hospital has a class in parliamentary law and instructs the pupils as to their duties towards the alumnae.

Miss Ramsden also said that nurses in order to become members of the Alice Fisher Club were obliged to be members in good standing of the alumnae.

SECRETARY.—It seems to me a great mistake to make the joining of an alumnae association compulsory for business ends. The pupils ought to be instructed on a different basis entirely.

MISS RAMSDEN.—Madam President, there is no registry connected with the Alice Fisher Club. It is simply a nurses' boarding-house, where the nurses belonging to the alumnae wishing to live together can do so at very reasonable rates—at almost cost price.

PRESIDENT.—Any other expressions on this subject?

MISS PALMER.—Madam President, I think if you will go back a little you will remember that the first national organization of nurses to be formed in this country was the Superintendents' Society, the initiatory work for which was done in this city in 1893. With the Superintendents' Society as an inspiring cause, the different alumnae associations have been formed very largely, and from the Superintendents' Society came the first movement towards the organization of this Associated Alumnae. I know that in connection with the work of the JOURNAL those nurses whose superintendents have been interested are the nurses who have subscribed the most readily, and I know that in those schools where the superintendents have been interested in the alumnae associations, the alumnae associations have done, I do not hesitate to say, the best work. Of course, I know that there are a great many superintendents who are not doing their duty by their graduates or their alumnae associations or by their JOURNAL or by any of the public questions, but the great majority of them do work very hard for their graduates and for different organizations. They do an immense amount of work, for which they are not paid anything, but they do it in the face of a great deal of criticism and fault-finding from the graduates. I don't question at all the fact that many superintendents do not do their duty, but I do not hesitate to say that the great work that has been accomplished in this country up to the present time comes from the hard work of a small group of superintendents who are working all the time for the welfare of the nurses at large.

PRESIDENT.—We will call for another subject for discussion.

SECRETARY.—“The injustice and inhumanity of keeping nurses on night duty for so long a time as is the custom in many small hospitals.”

MISS DAVIS.—I would like to ask what is meant by length of time?

PRESIDENT.—Will any person open the discussion?

MISS KEATING.—Madam President, I don't know anything about the society that suggested this topic, but quite recently I heard of a hospital where nurses were kept on night duty four or five months continuously.

PRESIDENT.—If there is no discussion, we will call for another subject.

MRS. CUTHBERTSON.—Madam President, “The advisability of club life for nurses.” The St. Luke's Alumnae Association beg to submit the following short paper:

“THE ADVISABILITY OF A CLUB LIFE FOR NURSES.

“The question before us at the present time is whether a club life would be an advantage to a nurse or not, and from our stand-point we think there can be but one answer to the question, and that is emphatically ‘yes.’ First of all, let us consider the actual living expenses of the average graduate nurse. Her necessary expenses must at the least amount to from three hundred and seventy-five dollars to seven hundred dollars a year. After careful consideration we think the following estimate is a fairly correct one: Room and telephone, one hundred and twenty-five dollars; washing, seventy-five dollars; carfare, twenty-five dollars; dues, paper, stamps, twenty-five dollars; necessary clothing, one hundred and twenty-five dollars, making a total of three hundred and seventy-five dollars. Many nurses find it impossible to keep other expenses within that limit, and if the nurse should have much contagious work, doubtless she would greatly exceed that amount.

“For the above expenditure the nurse usually gets a very indifferent room, frequently unappetizing meals, and, as a rule, has no place where she can entertain a friend, even if she is willing to pay for the privilege.

“The average time that a nurse is able to work is ten years, and, as a rule, long before that limit is reached she finds that she is compelled to take longer periods of rest between her cases and to stay off duty for one or two months at a time. We are speaking particularly at present of the nurse who has devoted herself to private duty. We must also remember that a large majority of nurses have someone partially or entirely dependent on them for support. Consequently we see how difficult and in many cases impossible it is for a nurse to be able to lay aside any money for a rainy day or to provide for advancing age. Surely there must be a way to reduce the expenses of living, and we think a properly organized club would be the most successful way of doing this. We need a place where we may have the freedom and comfort of a well-managed home, where we can have pleasant social intercourse, and where we may have opportunities of keeping ourselves abreast of the times and in close touch with all the advancements made in our profession. If such a club could be organized with rooms for transients and others who wished to have a permanent home at moderate rates with reading-room, a library, reception-hall, and dining-room, with meals at moderate rates, it would prove an enormous advantage to us who are of the nursing profession.

“If the nurses as a whole approve of such a course, we suggest a committee be formed of three nurses from each recognized alumnae in Chicago to discuss the question and to make plans for carrying on such a club as soon as possible. We make no suggestions as to the carrying out of the plan, for we believe the committee made up of representative nurses are the ones who will be able to formulate a scheme to give a real home where the best interests of the nurses will be considered and fostered.

(Signed)

“ST. LUKE'S ALUMNAE ASSOCIATION.

“April 30, 1902.”

PRESIDENT.—We would like to hear from nurses who are living in clubs.

Miss Douglas, of the Old Dominion, said that they had found that where

nurses have clubs established it had reduced their expenses and helped them, for as they come together they learn different ways of nursing. She thought it was a much better plan.

PRESIDENT.—There are several clubs in New York. Are there any delegates from there who can speak on club life?

MISS DUNCAN (New York Hospital).—Madam President, while I am not personally in any club, we have one that we consider very improving. It is carried on as much like a large family as we can possibly make it. Altogether, the club connected with our *alumnæ* is one of the most pleasant features.

MISS JONES (University of Maryland).—Members can live more reasonably and have more comforts than in an ordinary boarding-house.

MISS SLY (Farrand).—Madam President, we have five or six clubs in our city. They meet with the hearty coöperation of the doctors, and, speaking briefly, I can say they afford a very satisfactory home for us and reduce our living expenses greatly.

MISS VAN METER (Bellevue).—Madam President, may I ask, do they have their individual room alone or one large dining-room, like a large boarding-house, or do they have apartments and absolute privacy and some few things on a small scale and more individually?

MISS JONES.—The University of Maryland has a general dining-room. There is a club of twenty-six members. There are some single rooms, but as a rule in the larger rooms there are two nurses—generally friends who prefer to go together, and they don't have separate dining-rooms or separate apartments.

Mrs. Cuthbertson, of St. Luke's, Chicago, inquired what the expenses were per week.

MISS JONES.—Five dollars a week. I have never lived at the club, but they are very comfortably fixed and have good meals, and all living there are very much pleased. I don't live there, but I have been there a good deal.

SECRETARY.—Madam President, could we hear from Miss Riddle about the proposed club-house in Boston? We have heard a great deal about the plans, and it would be interesting to hear how it is coming on.

MISS RIDDLE.—Madam President, we have in Boston what is known as the Boston Nurses' Club, made up of graduate nurses of all recognized training-schools, the members of which happen to be in the city or happen to wish to live in the city. This club maintains a registry, gives a course of instruction to its nurses throughout the winter months, and furnishes reading-rooms where are all the periodicals, newspapers, and so forth. We have not yet had a living-place within the club. We are considering it very seriously just now. We have had a proposition made to us by a syndicate to build a club-house in one of the most prominent parts of the city, but the plans are on such an immense scale, and the expenses bid fair to be rather great, so that we are now hesitating. The site proposed is in what is known as The Fenway and is out of the reach of car lines, far away from railroad stations, though a very delightful place to live in. We hardly think we can move so far out of the city, otherwise, no doubt, our club-house would be in process of construction now. This syndicate is to build this house, if we take it up, according to our ideas of what the plans should be, otherwise it will be built as an apartment-house. We are thinking now of taking a house on a smaller scale in the business part of the city, where we will have ordinary rooms, etc.; nurses will find it more convenient to drop in than they would in this house in the Fenway, though that

would be a very delightful place in which to live; so we are only waiting until we can decide upon the house. It seems to be the principal thing just now.

MISS PALMER.—Madam President, the point that has been principally emphasized by the members who have spoken upon this subject has been that of expense. I would like to ask those members who live in club-houses what advantages they enjoy from the social side.

PRESIDENT.—Is there anyone who wishes to speak upon that subject? What advantages do you have in living together over living isolated in rooms apart from other nurses?

MISS DUNCAN.—I think they enjoy in our club-house just what they enjoy in their own families. If they wish to invite any of their friends there, they can do so. Speaking about individual rooms, in our club-house we have some small rooms which rent for from two dollars and fifty cents to three dollars a week, and perhaps as high as four dollars. Then there are perhaps three or four nurses who club together and occupy a large room. Two nurses are not generally at home at the same time, and altogether it makes it very pleasant.

MISS DAVIS.—Madam President, may I ask the last speaker if she means that they can invite their friends to this club and have them occupy a separate room without extra expense?

MISS DUNCAN.—They occupy the rooms with their friends—invite them when their partners are not in. This, of course, is under the control of the Board of Directors. Any person invited for over a week must receive the permission of the Board of Directors.

MRS. CUTBERTSON.—Madam President, may I ask the members who have clubs how the finances are managed; how much of a working force is required; if a nurse attends to the business or if a housekeeper is employed to take charge of the house, and also the dining-room?

MISS JONES.—They have a housekeeper who employs different servants. I think they have three servants. A housekeeper has entire charge of the house-keeping.

MISS DUNCAN.—Madam President, the superintendent has charge over the whole house—in fact, of the two houses. We started one and we found it to be such a success that we opened a second one next door. We have two maids and a cook, and that is all that is necessary.

MISS BROCKWAY (of Hull House).—Madam President, at the Jane Club they elect their officers. These officers in turn employ the maid and servants about the house. This club is run by working-women who are away all the time, but they find time to run it themselves and it does away with the objectionable matron.

PRESIDENT.—If there is no further discussion on this subject, we will call for another.

MISS DAVIS.—Madam President, there has always been a good deal of talk about the nurses' boarding,—not about their rooms—they pay for the rooms whether they are in them or not, but about paying for their meals whether they are at home or not. I would like to know if anyone knows anything about that part of it—whether the incomes of these clubs come anywhere near paying their way.

MISS BROCKWAY.—The Jane Club members pay three dollars a week. That enables them to pay all their expenses. Occasionally they run behind in their

coal bill, and have had to make a special assessment, but otherwise the three-dollar fee covers the expense.

MISS DAVIS.—What I want to know about is where nurses go out for five or six weeks and then come home a day or two, whether it is a paying venture to have a restaurant for nurses in clubs.

MISS ROSS (Johns Hopkins School).—Madam President, in the Johns Hopkins Club members pay for the meals if they are in. It does not pay, but it covers expenses. If a nurse says she will be in to dinner and is out she pays for that dinner, because it has been prepared for her. In that way it covers the expenses of the housekeeper's meals. There is no money made out of it.

MISS STONE (Presbyterian, New York).—We manage to pay expenses at our club. The nurses order their meals in the morning and pay for those meals whether they are in or not. The meals are eighty-five cents a day.

MISS RAMSDEN.—Madam President, I had occasion to make inquiries in Philadelphia about the different club-houses, and I found on each occasion that they did pay expenses and that the meals paid for themselves, but no more, I believe. The charge for the meals was fifteen cents for breakfast, fifteen cents for lunch, and twenty-five cents for dinner.

CHICAGO DELEGATE.—I don't know of a club in Chicago, but there are a great many nurses in Chicago who occupy flats. There will be eight, ten, or fourteen nurses who will take a flat and hire a housekeeper, and the housekeeper will have charge of the expenses and the running department of the house entirely, and the nurses pay for their meals while in, and while they are out they have no expense but to pay for their rooms.

PRESIDENT.—Is there anyone who can give us an outline of the Nurses' Hostel in London, which I believe is entirely different from any club-house we have here?

MISS PALMER.—Madam President, I have not the plans very clearly in my mind, but as far as I can remember I think the Nurses' Hostel is run more on the plan of a hotel. They have general parlors and dining-rooms, the nurses pay for their rooms when they are in, but when they are not in they have no expense at all. Those who heard Miss Wood speak at the meeting in Buffalo will remember that she is the proprietor of the establishment. That is her business. She carries on this house. Its nurses must show certain credentials in order to be recognized, and she carries on this establishment on exactly the same basis as a hotel, and it is said to be not only self-supporting, but a profitable means of livelihood for her.

MISS KEATING.—Madam President, I would like to ask Miss Palmer—she says the nurse is at no expense when she is out—if that means that her room may be occupied by someone else while she is out?

MISS PALMER.—I understand it so. She does not keep a room except when she is there. When she comes in a room is apportioned to her. I suppose there is some arrangement for keeping her belongings.

MRS. CUTBERTSON.—Madam President, the members of the club have lockers in which their possessions are kept when they are away.

PRESIDENT.—Their mail is always taken care of and sent to them, but there is a storage-place for their clothes. We will go on to another subject now.

SECRETARY.—Madam President, this is a subject I suppose belongs to the Superintendents' Society, really, but perhaps somebody can answer it: "Is there a uniform method of keeping superintendents' books?"

PRESIDENT.—Perhaps a superintendent could answer yes or no. There were no replies to this query.

SECRETARY.—“The question of annuities and insurance against illness among nurses.”

Miss Duncan favored endowment insurance rather than savings-banks, as it could not be withdrawn.

Miss Tweeddale (Long Island College) thought nurses might take advantage of the benefit societies organized by the alumnae associations.

Miss Frederick (New York) said the dues of that society were five dollars per year, giving an allowance of ten dollars for six consecutive weeks.

Miss Dunlop (Presbyterian, Philadelphia) reported a benefit fund giving ten dollars a week for six weeks.

Miss Rudden (University of Pennsylvania) said their society had organized a benefit fund about eight years ago, and the annual dues were six dollars, or fifty cents a month, and if a nurse is ill she is paid five dollars a week for thirteen weeks.

Miss Rudden also expressed the opinion that even the best-paid nurses were unable to save enough to retire on in old age, and that the interest that might be received on the savings of the nurses would amount to very little.

Miss Davis said that a nurse should have at least ten dollars a week income to live on, and that one could judge how much money she would have to have deposited to bring that income at three per cent. per annum.

Mrs. Cuthbertson gave it as her opinion that it was very easy to get five per cent. on money by proper investment. She said it was not a difficult matter to find business men or friends who could recommend to the nurses good, safe investments.

MISS CADMUS.—Any nurse may go to the national banks for advice, and I think it will always be given her cheerfully.

MISS PALMER.—I happen to have met a number of nurses recently who had taken out insurance policies, and after paying their premiums for some little time were unable to go on with them, consequently they lost all they had put in and had nothing to show for it in any way; and I have also heard of several women who have taken out ten-years' or twenty-years' insurance policies with certain promises in regard to the settlement at the end of that time, and when they came to make that settlement with the company they did not receive the amounts which they had been promised. There seems to be a great deal of uncertainty in all of those things. I don't think we can be sure that any one investment that we make is going to come out absolutely as we plan it. We certainly cannot be sure of railroad stocks. I think each person should make the best investment that seems wise to her and take the chances of success in the future, as men do.

PRESIDENT.—We cannot take very much longer for the open discussion. Are there any other subjects of general interest that have been suggested?

SECRETARY.—Madam President, there are no more.

PRESIDENT.—If there are no more subjects to be brought forward in the open session we will now adjourn the open session and the delegates will remain for the executive session of the morning.

All of the visitors retired, and the delegates went into executive session.

## EXECUTIVE SESSION.

PRESIDENT.—You will understand that this meeting is only for charter members and delegates.

The first business will be the acceptance or rejection of any of the reports presented yesterday. We will take up Miss Dock's suggestion to discontinue the printing of the annual reports separately, only reporting through the JOURNAL.

The secretary read the document from Miss Dock relating to yearly reports. (See correspondence, page 757.)

PRESIDENT.—What will you do with this? Do you wish to make a motion with reference to the adoption of it—as to the printing of the report? Will someone make a motion? Then it can be open for discussion.

MISS ANDERSON.—I move this suggestion be adopted.

Seconded by Miss Duncan.

PRESIDENT.—It has been moved and seconded that this suggestion be adopted, that we discontinue the printing of the annual reports separately. The question is now open for discussion.

MISS ROSS.—I would like to ask the editor if it would cost more to publish the magazine in which the reports are published than if the Associated Alumnae met the extra expense.

MISS PALMER.—Madam President, we have for the last two years published the proceedings of the society, as you know, in the JOURNAL without the lists. It does add something to the cost; I cannot tell you exactly how much, because we have to a certain extent lessened the reading-matter in those numbers. What has made the great cost of publishing the annual reports this year has been the twenty pages of names that have to be set up in very small type, which is exceedingly expensive. The proof-reading is difficult, and everything about any work of that kind is much more expensive than the ordinary material in the JOURNAL. It seems to me that as this is the official journal of the society, unless the amount is very unreasonable we can afford to print it. Of course, we can, if we choose, make a special number—simply have the proceedings of the society and perhaps some of the papers, or all of the papers, and nothing else in the one number, and that would make the expense about the same as usual.

MISS DUNCAN.—Would not the circulation offset any extra expense that might be made? I am sure that if this annual report were not printed the circulation of the magazine would increase,—simply for the reason that the nurses would want a report, and that is the only way they could get it.

PRESIDENT.—It would hardly seem fair to expect the magazine to publish our Directory as well. The report of our proceedings, of course, is a different matter.

MISS PALMER.—Madam President, about additional circulation: the only number of the JOURNAL of which we have sold a large number because of any one particular thing was the Congress number. We printed seven hundred and fifty copies of the Congress number in addition to our usual edition, and they were exhausted in a very short time. About two hundred of them were sold at the Congress, and the others have been called for in different ways. Now these are valuable; there are very few of them left; I don't think we have more than half a dozen in reserve, which we are holding; but the numbers which have contained the annual report in the past few years have not increased at all in their sale.



Miss Hohmeyer (Illinois Training-School) said that as far as her alumnae was concerned, they would prefer to have the reports of the meeting issued in the magazine. She said she thought a great many nurses would perhaps subscribe to that magazine, and that it would be an added interest to them; that her own feeling would be that if this report were published in the JOURNAL it would be worth while to give up a number or two and make it an exclusive number for this purpose; that other publications did that. She did not think any subscriber would object to it, and many would be very glad of it.

PRESIDENT.—The question is called. The motion is that the proceedings of this association be printed in the JOURNAL only, and the separate reports discontinued.

The motion was carried.

PRESIDENT.—Do you wish to have the Directory published also?

SECRETARY.—Madam President, the delegates here seem to think that this Directory is very valuable. It is a surprise to me, since it has been so very difficult to obtain the lists of members from the various societies, necessitating often five and six letters before the membership-list was secured. May I ask, if we do print the Directory, that each one will impress upon her society the need for promptness in sending in the names?

MISS PALMER.—Madam President, we have just published a revised list of members which has only recently been circulated, and it would seem to me that this year we might simply publish the names of new members. It could be arranged in such a way in the JOURNAL that those leaves could be cut out, and then some time it might be well to publish a Directory separately, in the form of a pamphlet.

SECRETARY.—It might be well to publish through the JOURNAL any corrections that might be made, but it does not seem to me necessary to publish again the list just brought out. There is a tremendous amount of hard work and voluntary service being done by the officers of the different societies. It does seem to me that we ought to devise some means of lessening the amount of labor.

MISS DAVIS.—Madam President, I would suggest that the list of names be inserted in THE AMERICAN JOURNAL OF NURSING, so that they might be preserved as a complete and full list. It seems to me it would be very valuable, and if anything would promote the circulation of the JOURNAL probably it would be that.

PRESIDENT.—Do you mean that the present Directory be published in the JOURNAL?

MISS DAVIS.—Yes. The list already begun there and added to from time to time will become valuable as time goes on.

After some further discussion Miss Anderson moved that the Directory be incorporated in the convention number of the magazine.

The motion was seconded and carried.

MISS DAVIS.—Madam President, I make a motion that the expense of printing this Directory be borne by this association.

The motion was seconded by Miss Duncan and carried.

PRESIDENT.—The letter from the International Council of Nurses with reference to preparatory training has not been acted upon.

The secretary read the communication from the International Council of Nurses. (See correspondence, page 758.)

PRESIDENT.—What will you do with this letter?

MISS DAVIS.—Madam President, I move that a committee be appointed by the chair to give an official opinion upon that and formulate a statement.

The motion was seconded by Miss Aberg and carried.

Miss Riddle, Miss Davis, and Miss Ross were nominated as members of that committee. The president appointed the nominees and requested the committee to report at the executive session in the afternoon.

PRESIDENT.—Do you wish to take any action at all through the council with reference to the publication of *Truth*?

A delegate suggested that the alumnae should work for the publication of their own journal and let others go.

PRESIDENT.—You heard the report of the Committee on the Course of Study. Do you wish to continue that committee another year and accept their report? Of course, if there is no change to be made the committee will remain. Is there any suggestion as to the plan for the course of study?

SECRETARY.—I would like to move that the committee for the condensing of local reports and the Educational Committee be combined. They amount to about the same thing, it seems to me.

The motion was seconded by Miss Riddle and carried.

The president said that Miss Greenlees was the chairman of both committees and would continue to be chairman of the new committee.

PRESIDENT.—The delegates to the National Council of Women from the American Federation of Nurses are sent by the Superintendents' Society and by the Associated Alumnae. It is fair that their expenses should be borne equally by this association with the other; that half the expense of the delegate should be borne by this society.

Mrs. Cuthbertson moved that half the expense be borne by this society.

The motion was seconded and carried.

PRESIDENT.—The Committee on Resolutions should be appointed this morning and present a report at the afternoon session. Will you nominate someone?

The following delegates were nominated for members of the Committee on Resolutions: Miss Anderson, Miss Gross, and Miss Smith.

PRESIDENT.—I will appoint the delegates nominated as members of the Committee on Resolutions. We will now listen to the report of the Magazine Committee.

Miss Davis read the following report:

#### "REPORT OF THE PERIODICAL COMMITTEE.

"The Committee on Periodicals makes the following brief report:

"Owing to the difficulty of obtaining a quorum, no formal meeting of this committee has been held during the year.

"One was called March 18 in New York and one during this convention in Chicago, at neither of which could the required majority be secured. The number of which it is composed seems unwieldy and the members too far apart for coöperative work.

"The affairs of the JOURNAL are in a healthy state and prosperous. The same general lines have been followed as those adopted at the beginning. We are most anxious to enlarge both the sphere of the JOURNAL's usefulness and its physical proportions, which can only be accomplished by generous support on the terms explained in a former report.

"We hope the JOURNAL will be freely discussed and suggestions offered that will be of practical benefit to this committee.

"Respectfully submitted,

"M. E. P. DAVIS, Chairman."

PRESIDENT.—The report is open for discussion.

Miss Keating suggested that if the committee was unwieldy, would it not be wise to make that committee small?

PRESIDENT.—Has the secretary anything to say as to the number that should constitute this committee?

SECRETARY.—In our minutes of the proceedings of 1901 there is a record of a motion made, regularly seconded, and carried, to the effect that this committee should remain as it was then until such time as the business should be taken out of the hands of the stock company.

MISS PALMER.—It would seem to me necessary to have a majority of this committee nearer Boston, where the president resides and where the majority of the officers of the stock company are. It is absolutely essential in order to transact business that the officers of the company should be near each other and that the members of this committee should be near each other. I am a member of the Magazine Committee, and I for one would ask to be released as a member of that committee, and that in my place a member may be chosen whose residence is nearer that of the president and the East.

MISS FULMER.—Madam President, I am also a member of that committee, and I am absolutely of no use to it.

MISS DAVIS.—I think she is of use to it. But we know how difficult it is for a person living so far away from the East to attend the meetings.

PRESIDENT.—We will act upon Miss Palmer's resignation. All willing to accept Miss Palmer's resignation please say "Aye." Contrary, "No."

The resignation was accepted.

MISS ROSS.—I would like to nominate Miss Riddle to take the place of Miss Palmer upon this committee.

The nomination was seconded and carried.

PRESIDENT.—Miss Fulmer has also resigned from that committee. What will you do with her resignation?

It was moved and seconded that Miss Fulmer's resignation be accepted. Motion carried.

PRESIDENT.—Do you wish to make any further nominations?

MRS. CUTHBERTSON.—I move that the committee be made five instead of six.

MISS DAVIS.—I don't think you can change the number.

MISS PALMER.—You can if we resign.

MISS DAVIS.—We can take a unanimous vote that this committee stand as it is after these members resign. That will leave us five. We can have a unanimous vote that the committee shall stand in that way for the year.

MRS. CUTHBERTSON.—I move that the Committee on Periodicals remain five for this year.

The motion was seconded by Miss Stone and carried.

PRESIDENT.—Any further action on the report of this committee?

MISS ROSS.—Madam President, it seems to me, as the Nurses' Associated Alumnae were the people to start this magazine, that the individual members have not done their duty towards it. We have not tried our best to get in subscriptions, and we have not tried in the alumnae societies to take stock and help it on in that way. It seems to me that all delegates here to-day should decide to go home and talk to their Alumnae Association about it; if they are small associations, two or three or four individuals could club together and take stock, and every society that is represented in our National Association should hold stock in the magazine and have an interest in it.

MISS DAVIS.—In the Boston Club they do not take our JOURNAL because they do not want the nurses to come there and read our magazine and not subscribe to it.

SECRETARY.—We do not take the magazine either for our reading-room, thus obliging the nurses who wish to read it to subscribe individually.

MISS PALMER.—Madam President, when it was decided to start this JOURNAL there were several ways proposed, and one of the means suggested was that it might be necessary to issue stock,—that is, a certain number of people were to put in money in order to establish it. No business of any kind can be started without financial backing, and you have to have a certain amount of money to invest in any business before you can start it. Last winter when in New York I met a great many nurses. I met a good many of them in groups, and they talked about the JOURNAL. A good many were nurses who were living in apartments, ten, twelve, or eighteen together, and when I said to them, "Do you take the JOURNAL?" they replied, "Yes, we have one copy of it which we all read." I said, "Do you think you are doing your duty by the JOURNAL when you consider that a few of us who are working-women like yourselves have put up our own hard-earned money and taken the risk of getting out this JOURNAL?" "Why," they said, "we never understood the situation before. We did not realize that you or anyone had put your money into it." Of course, that is pure thoughtlessness on the part of the members, because everybody knows, and especially nurses who knock around the world, that you cannot get anything in this world that is worth anything without you pay for it. If every one of the members would subscribe for the JOURNAL we would be in a booming condition. We would be able to give a great deal more. We could make it a perfectly splendid journal.

I made a statement yesterday, and I make it again now, that when the superintendent of the training-school has a personal interest in the JOURNAL—, if she is a stockholder or a member of the committee—she has a very warm interest in its success, and the nurses in her school subscribe very liberally, not as liberally as they should in a few instances, but they have been, on the whole, the leaders in the subscription lists, so I think there is a responsibility that rests on those women who are superintendents.

Now, there is a little bit of work that every one of you can do individually. If you live in the neighborhood of a big drug house or of a manufacturing concern making articles in our line of work, you can do a great deal for our JOURNAL by getting such people to advertise in its pages. You can get those people to realize that there is no better advertising field for their particular line of goods than just the pages of our JOURNAL.

Miss Riddle moved that the delegates present pledge themselves to obtain five new subscribers to THE AMERICAN JOURNAL OF NURSING when they go home. Motion seconded by Miss Spear.

MISS PALMER.—One more thing: I know of two training-schools where the superintendents have made this JOURNAL a part of the curriculum; that is, when the pupil comes in and is obtaining her books for the year, she is expected to subscribe for this JOURNAL, because they consider it necessary for the education of the pupils to know what is being done in the nursing world and because there are often such very valuable articles published.

PRESIDENT.—The motion then is that the delegates here present pledge themselves individually to make an effort to secure five new subscribers to THE AMERICAN JOURNAL OF NURSING.

Motion carried.

PRESIDENT.—We will now hear from the Committee on Constitution and By-Laws.

Discussion followed on a number of articles proposed in the constitution and by-laws. Mrs. Cuthbertson opened the discussion upon Article III. of the constitution, relating to eligibility, with the following paper:

"MADAM PRESIDENT: I am absolutely opposed to the proposed change in the constitution as read, and I am sure that I express the opinion, not only of the alumnæ which I represent, but of many nursing associations, when I say that all hospitals to be admitted to membership in the National Association should contain not less than one hundred beds.

"The reason for this is obvious. In the first place, no valid reasons have been advanced why it should have been changed. In the second place, we are too young an organization to make such a radical departure from the original plan. The time will come when hospitals with a less number of beds than proposed can be admitted, but we think that at the present time their training is not sufficient to entitle them to membership in the National Association.

"This is not imposing undue hardships on the smaller hospitals, as the State organizations which are rapidly springing up all over the country will undoubtedly be open to them. When the local organizations improve, and when we have become older and more firmly established, then it may be feasible, if thought desirable, to lower the requirements and admit smaller hospitals. It is much easier to adopt from the first a high ideal and maintain it than it is to build up a barrier after the bars have once been lowered.

"The National Association has conducted its affairs so far with caution and great deliberation, so that the nursing profession has the utmost confidence in and admiration for it. It behooves us, therefore, to maintain this attitude. In the course of a few years there will be established in this country post-graduate schools which will supplement the work of the small hospitals. We will then be able to admit to membership in this organization nurses who have taken post-graduate courses. I therefore think, Madam President, that the small hospital has not been forgotten or overlooked, and that the best interests of all are subserved by this course.

"In conclusion, I would move that Article III. of the constitution be made to read as follows: 'Nursing organizations whose members are graduates of general hospitals containing not less than one hundred beds, giving not less than two full years of training in the hospital, shall be eligible for membership in this association by sending thereto accredited delegates and by paying annual dues, such schools to be acceptable to the society.'

The motion was lost.

Miss Riddle moved that Article III. of the constitution be amended to read that "Such societies, to be acceptable to this society."

The motion was seconded by Miss Davis and carried.

Miss Riddle read a suggestion that had been made relating to the appointment of the Nominating Committee, the committee to be appointed at the morning session of the first day of the annual meeting, the members of this committee to be nominated from the floor. It shall be the duty of this committee during the year to prepare a list to be voted upon at the next annual meeting; all candidates whose names appear on ballot to have been consulted and to have given expression of willingness to serve if elected.

A motion was made, seconded, and carried that the above be incorporated in the section relating to Nominating Committee, Article IX. of the by-laws, and that the article be revised to conform with it.

PRESIDENT.—If there are no further suggestions to be made, it now remains for the association to decide whether they will adopt these by-laws at this meeting or whether you prefer to leave it to the next annual meeting. In the meantime, have the suggested revision printed in the JOURNAL, and you will then

have an opportunity to discuss it in your alumnae societies and be prepared at the next meeting to act upon it.

MISS DAVIS.—I move that the articles embodied in the incorporation be accepted as our constitution, and that the revision of the by-laws be made complete on these suggestions and laid over until next year for action.

Motion seconded by Miss Ross.

PRESIDENT.—The constitution, you understand, is incorporated in our charter, and it has been moved by Miss Davis that the revision with the amendments be referred back to the committee to be reported on at the next annual meeting and published in the *JOURNAL* in the meantime.

The motion was carried.

PRESIDENT.—You have a year to think about it—to prepare amendments and make changes.

MISS PALMER.—Who is the committee to do this work?

PRESIDENT.—It has been referred back to the committee.

MISS PALMER.—We have had no meeting of the committee during the year. It seems to me that this committee should be more centrally located, so that they could work together and get the by-laws in good shape. It would simplify matters very much indeed. I would like to hear from someone else.

MISS ROSS.—I have been requested by the chairman of the committee to say that if it were handed back to the committee she could not undertake to work for another year.

PRESIDENT.—You might give the present committee power to add to their number.

MISS PALMER.—I would like to retire from this committee. I would like to suggest that we appoint Miss Riddle the chairman of this committee, with associates near her, to put it in such shape as will be necessary. I am too far away to work with her.

MISS RIDDLE.—Madam President, I am willing to remain on the committee, but could there not be another chairman?

Miss Davis moved that Miss Riddle be made chairman of that committee.

The motion was seconded by Miss Spear and carried.

Miss Riddle said that she understood Miss Dolliver had resigned, and she nominated Miss Ross on the committee.

The nomination was seconded by Miss Palmer and carried.

PRESIDENT.—If there is no other business to come up this morning, we will adjourn until two P.M.

*May 3.*

#### FOURTH SESSION.

The convention was called to order at two-fifteen.

PRESIDENT.—The first paper this afternoon is one prepared by Mrs. Strong, matron of the Glasgow Infirmary,—prepared for the Congress of Nurses last year and not read, as Mrs. Strong was ill and unable to be present. We will hear it this afternoon; it will be read by Miss Pickhardt, of the Illinois Training-School.

Miss Pickhardt read the following paper:

#### "PREPARATORY INSTRUCTION FOR NURSES.

"Ladies, I must thank you for the honor you have conferred upon me by asking me to read a paper on the 'Preparatory Instruction of Nurses,' and pre-

sume it is the technical course of study to be pursued before entering the wards as probationers for practical training in the art of nursing which you desire to hear about, and not the ordinary preliminary general education which is a *sine qua non*.

"I ask your indulgence should I digress somewhat from the particular point, as it is a wide subject, with many side issues. I will endeavor to place before you something of our work and aims on the other side of the Atlantic, and the various events in the chain of evolution which have led to the desire to rescue nursing from its chaotic condition, placing it on a sound basis of systematic tuition leading on to a final examination, to be conducted by an outside body under the control of the State.

"We wish to see ourselves in connection with the General Medical Council, to have a curriculum laid down by them of the studies, examinations, and work to be done before a woman presents herself for examination for her diploma. We cannot be a separate, independent body; we are the handmaidens of the medical profession, and if we educate ourselves beyond what is required of us, it is valuable time lost, and is apt to produce a spirit of discontent with the subordinate position which we must hold in regard to the doctor. On the other hand, we require to keep abreast of the times, and if we do not educate ourselves to meet their needs we cannot expect their interest in us.

"Diagnosing is not our province. Our responsibility ends with a loyalty of spirit in carrying out the instructions given, obeying in spirit as well as in letter, and it is only by being at one with the doctors, supplying their wants, that we can look for guidance and help from them in the forming of ourselves into a recognized body of people.

"I cannot say that my ideas are representative of the thought of the country; they are merely the gathered experience of a thirty-five years' nursing career.

"The medical profession are by no means unanimous in our country as to the necessity of a fixed curriculum for nurses and what should constitute a trained nurse (I use the term for want of a better), but it must be borne in mind that it was only in the eighties of last century that that profession became a corporate body. We can scarcely expect in so short a time that the want should be universally felt of a body of women specially educated on fixed lines to give assistance to them in their work.

"Physicians and surgeons will always have their individuality to be considered with their methods of treatment; but a nurse must have a certain amount of information before she is capable of adapting herself to their various requirements, otherwise it would entail a great deal of misunderstanding of instructions given.

"We would like to do away with what is so aptly called the daring of inexperience. There are many medical men who are of opinion that the time is not far distant when the term 'qualified nurse' will require to have a definite meaning, and not be left to the arbitrary decision of the various hospitals to grant certificates following upon their own private examinations, which may or may not be of practical value in regard to the fitness of the holder for carrying on the work of nursing.

"The argument that there are many good nurses who have received little but empirical training will not hold good any more than the same applied to the practice of medicine half a century ago. As it stands to-day with us, any woman who holds a certificate to the effect that she has spent three years in a general hospital containing not less than forty beds can register, provided there is nothing against her moral character.

"It is not the size of the hospital I object to. Given a good doctor and a capable nurse in charge who would not grudge to devote their time to teaching, I believe the best results may be obtained. What I maintain is that residence alone is an insufficient guarantee of ability or fitness for the work without some test of the knowledge gained during the period of residence in hospital. This, I think, is where registration with us fails to meet a much-felt want.

"The fact of there being an examination by an outside body would be a valuable stimulus to the nurse all through her term of residence, and would do something towards preventing merely mechanical work, adding zest, thus causing happiness, which we cannot do without.

"We speak of the old and the new order of things. If we compare the generations one with the other, and the conditions under which they have lived, it seems like constant revolution, but in reality it is a succession of events leading to changed conditions. There is no break in the link; it is progress, not revolution; it is the same with the so-called 'profession of nursing.'

"As the science of medicine has advanced, a more intelligent assistance has been called for by some, an instructed intelligence, which can grasp the meaning of technical instructions left for the guidance of the nurse.

"PRINTED ADDRESS.

"To prevent repetition of platitudes, you will find my ideas on this point in a printed form, which any of you may have upon application to me at the close of this meeting.

"THE OLD REGIME.

"When I first entered St. Thomas's Hospital, London, nearly thirty-five years ago, a year's residence was considered sufficient length of time to prepare one for the taking of responsible positions, even to that of matronship.

"I am sorry to say this custom is not yet quite obsolete in some of our British hospitals.

"The year mentioned was an immense improvement upon what had been before the time of Miss Nightingale establishing her school at St. Thomas's in conjunction with Mrs. Wardroper (matron of that hospital) after Miss Nightingale's return from the Crimean War.

"The value and far-reaching influence of the work done by that lady requires no comment from me; it will live forever.

"For Miss Wardroper I would like to say one word. The single-handed combat which she undertook with the general bad condition and ignorance which prevailed at that time in the nursing world was being nobly fought when Miss Nightingale, in search of a hospital wherein to establish a school for the training of nurses, came upon and recognized the good work being done by Mrs. Wardroper, and chose St. Thomas's Hospital as the centre for her operations.

"This school being established, class work was gradually introduced, in addition to the practical work, until it has grown into an elaborate system, and as I have remarked elsewhere, had St. Thomas's remained the only training-school for nurses we should have had uniformity, and possibly the authorities would have risen to the demands made upon them; but as there was perfect freedom in the matter, a legion of schools, so called, sprang up, each establishing according to their individual ideas a curriculum for the instruction of their nurses, producing a veritable chaos of training. We require to know the method of each school before we can estimate the value of the certificate given.

"PERSONAL EXPERIENCE.

"Looking back upon my own early experience and the work undertaken by me, without knowledge of the construction of the human frame, its functions, and the hygienic laws pertaining to the maintenance of health, and my ignorance of the leading features of disease and inability to distinguish between healthy and unhealthy excretions, with the inevitable blunders arising therefrom (in fact, learning through blunders, which is not to be recommended where risk to life is involved), I concluded that it was necessary to be acquainted with these matters before entering the wards to be instructed in the practical art of nursing, as there is too much close study entailed in acquiring the elements of these things to admit of classes being carried on simultaneously with ward work.

"Professor Macewen, of Glasgow University, was the first to suggest to me the possibility of an organized uniform method for the technical instruction of nurses before entering hospital as probationers for practical work, with final examinations, after a fixed period of residence, by an outside independent body representing the State, whose diploma should be the sole guarantee of fitness for the office of 'nurse.'

"It was on the New Year's morning of 1891 that Professor Macewen, in an address to our nurses, first made public mention of what he thought might be done in this respect, and added, 'Will the Glasgow Royal Infirmary take the lead?'



"PROPOSED SCHEME.

"In consequence of his representations to his colleagues, a scheme was drawn up by our staff for a series of classes for pupils who desired to become probationer nurses. This scheme was placed before our managers, and they very heartily consented to a trial. We made a start in January, 1893, and from that time we have gone on with our pioneer work, each year strengthening our confidence in the soundness of the step taken, though keenly alive to the necessity of fuller development.

"The intending pupil (unless holding a leaving certificate of the Scottish Education Department or one in connection with the university) is required to attend a preliminary examination in grammar, composition, spelling, and arithmetic. Ordinary physique and good general health are indispensable. The first six weeks are spent in attending classes (especially arranged for nurses in connection with St. Mungo's College, Glasgow) for the acquiring of the elements of anatomy, physiology, and hygiene, for which the pupil pays two pounds two shillings, providing board and lodging at her own expense.

"It would take too long if I fully detailed to you these classes, but I will give you a brief summary.

"The anatomy course consists of not less than twelve lectures, embracing the description of the bones, joints, and chief muscles of the body, the course of the main blood-vessels and nerves, and the broad outlines of the anatomy of the brain and of the thoracic, abdominal, and pelvic viscera, illustrated by diagrams, casts, and recent dissections. These lectures are given by Professor Henry E. Clark, of St. Mungo's College. Oral examinations on the subject matter are held throughout the course, closing with a written examination by an outsider.

"This method of examination, I may say, is carried out in the other subjects, *i.e.*, physiology and hygiene.

"Physiology also consists of twelve lectures given by Professor John Barlow, of the same college, illustrated by diagrams, instruments, and by microscopic preparations, the subject matter comprising a description of the blood, muscles, food, digestion of food, circulation of blood, respiration, the skin, kidneys, nervous system, general arrangements of parts of the brain in man, and the special senses.

"Hygiene is taught by Professor Hugh Galt, also of the same college, consisting of twelve lectures, profusely illustrated by models and diagrams, and including the general principles and fundamental laws of hygiene. The dwelling in relation to health; air, ventilation, water; the various methods of heating and lighting, are all very carefully considered. Hygiene for nurses in regard to personal clothing and food and in regard to disease are entered into, and the general principles upon which buildings constructed for the treatment of disease should be erected.

"Upon the pupil passing successfully the examinations connected with this first course she goes on to a second course, for which the sum of three pounds three shillings is paid. This course comprises twenty classes or lectures by Dr. James A. Adams, surgeon to the Royal Infirmary, on the nursing of cases before and after operation according to modern ideas of surgery in relation to the germ theory, including the operating-room and its equipments.

"Fractures, dislocations, hæmorrhage, dressing of wounds, instruments, the application of splints, bandaging, etc., are all fully dealt with, several classes being entirely given to practical work. Lectures and demonstrations on medical cases are given by Dr. Lindsay Steven, physician to the Royal Infirmary, twenty in all.

"The chief diseases of the various organs are briefly described, attention being specially directed to the training of the nurses on (1) what and how to observe; (2) what is required in regard to nursing; and (3) what to do in emergencies.

"Instruction is also given in the observation of the pulse, the respiration, and the temperature, and the excretions generally; the examination of the urine, the administration of medicines, and in the signs of poisoning by the more common poisons employed as drugs in the treatment of disease. A series of classes, ten in number, are also held by myself, comprising practical instruction in the cleaning and use of ward appliances, preparation of surgical dressings and

methods of keeping such, care of instruments, preparing an application of fomentations and poultices, application of ointments, blisters, leeches, etc.

"Special attention is given to the care of beds and bedding. Syringes of all kinds, including enema, are explained, and their uses, with different methods of cleaning.

"Cooking is confined to ten lessons, as the principles are taught in the physiology and hygienic classes. Particulars of this work have been published, and I take it for granted that they are already known to you.

#### "DISADVANTAGES OF THE OLD SYSTEM.

"Up to that time (1893) we, in common with others, had gone on increasing our class work until it came to be a serious hindrance in the work of the wards, besides being detrimental to the health of the nurses. We could not see our way to less than a ten-hours' day of work, and classes in addition to this interfered with both sleep and recreation. This scheme excludes all class work during the three years spent in the wards, the time being given to the acquiring of practical skill in the art of nursing.

"On looking over our syllabus you will observe that the three-months' preliminary instruction is given entirely at the pupil's own expense. I should like to see this modified, as I do not think nursing is sufficiently remunerative to compensate for any great outlay in the gaining of the knowledge necessary for the carrying on of the work.

#### "FIRST COURSE—ANATOMY, PHYSIOLOGY, AND HYGIENE.

"I would advocate the taking of the first course, viz., anatomy, physiology, and hygiene, at some established medical school independent of any particular hospital, this expense to be borne by the pupil, the course being specially arranged for pupil-nurses.

"I have attended the classes under the auspices of the Royal Infirmary, Glasgow, which are held in St. Mungo's College, of that city, regularly, and am of opinion that the ground covered by the teachers is sufficient to enable a woman to carry on her work at the bedside intelligently, and I have no desire to see these subjects extended. The fees for these classes could be minimized by large attendances if all hospital authorities agreed in not taking pupils for clinical instruction until they held certificates from the different recognized schools for the teaching of these three subjects. Each large town possesses at least one such college, and hospitals situated in smaller towns, where they have not the same facilities, might combine to insist upon their pupils holding these certificates. I have not mentioned chemistry, as both physiology and hygiene touch upon this sufficiently for the purpose of nursing, but we want uniformity, and this can never be attained without a central controlling power to regulate these things for us. One distinct gain we should have in the above would be freedom from a preliminary examination, as the woman who could pass the examinations connected with the first course would certainly possess sufficient general education for the second.

#### "SECOND COURSE—CLINICAL CLASSES.

"I think the clinical classes should be undertaken by the hospital authorities each for themselves, the nature of these also to be fixed, being confined entirely to the general, no specialism. About two months should be sufficient to cover the necessary ground, the pupils paying fees sufficient to cover the expense of lectures, the hospital providing board and lodging free of expense to the pupil with suitable class-rooms, and the matron or lady superintendent, as she may be termed, taking a general supervision of these classes and seeing that efficient tutorial assistance is given to the pupils, in addition to her own proper classes.

"The nature of this teaching as adopted by us and the subjects we think it necessary for the pupil to be instructed in I have already mentioned.

"We also endeavor to impart some principles upon which self-education may be carried on during the three years' perfect freedom from class work.

"I should like to see more time devoted to this second course of instruction than we are at present able to give to it, and this is why I advocate the lessen-

ing of the expense to the pupil, that she may not feel it a hardship in lengthening out the time. What we cover in one month I think requires two. One-hour's class work I think requires the whole of the remainder of the working day for study, either mentally or manually.

**"WARD WORK, THREE-YEARS' COURSE.**

"The pupil on entering upon the actual work of nursing under the tuition of the nurse in charge, to make herself practically acquainted with the ward duties and the individual care of the sick should apply herself diligently to the understanding and practical application of the theory gained in class.

"Unconscious tuition is constantly going on; the clinical classes held for the benefit of the medical students are of great use to the probationer in keeping her memory fresh and helping her to understand the why and wherefore of things.

"The three years mentioned is none too long for the acquiring of the necessary skill to carry on so serious a work as nursing. We must not lose sight of the manipulative part of the work, which largely predominates; in this, as in all other handicrafts, nothing but actual handling can produce skill. We might hold class after class, but all we can do is to give rules for guidance; books also can do no more.

"It is for the nurse to make the knowledge her own by practical application. We cannot insure uniformity of skill in the carrying out of nursing any more than in any other calling. Individualism will reign here as elsewhere; general adaptation and quick intelligence is not given to all, but we require a certain amount of definite knowledge.

**"ADVANTAGES OF SCHEME.**

"We found our previous method of carrying on our class work simultaneously with the acquiring of the practice of nursing a most distracting process, detrimental alike to teachers, nurses, and patients.

"Examinations were a constant Nemesis, giving no freedom to really enjoy work, and with insufficient leisure to study the subject matter given in lecture, much of the good of it was lost. Another advantage of the scheme is that it rids us of the incubus of a number of unsuitable women entering the wards upon a month's trial. I do not know which to pity most, the nurse or the probationer, where the old custom still prevails, and believe some good pupils are lost through the difficulty of getting accustomed to the extremely new environment into which they are thrown, whereas by being gradually let into it through a preparatory course they might succeed.

**"MODUS OPERANDI RE WARD WORK.**

"If our larger hospitals must become recognized training-schools for the supply of smaller institutions (where they have not the facilities for teaching) and also for the supply of private nurses, I think we should endeavor to accomplish these objects with a minimum of disturbance in the ward work.

"The constant change of probationers from ward to ward to give them an insight into the different methods of working was well enough in theory but unworkable in practice; we found they were not long enough in any one place to take a grip of things, or for those about them to take sufficient interest in teaching, feeling they would be so shortly removed. We prefer them to take eighteen months in one set of medical wards before going to the surgical to take the other eighteen months, but cannot always manage this; sometimes they have to take the surgical first.

**"POST-GRADUATE WORK.**

"At the end of the three years thus spent in general medical and surgical work we should like them to be examined by outside examiners from some recognized body, as I have already said, whose diploma should be the only legal guarantee for fitness for the work.

"Should the nurse be fortunate enough to obtain this, we should still be glad to retain her services; should she fail, I think she should have the opportunity

of returning to her Alma Mater, and be readmitted to examination later on. At present there is a great demand, in our country, for nurses who have spent three years in hospital, and with the human love of change, we require to do what we can to make hospital life agreeable and healthful and to give fair remuneration, otherwise we should be depleted of our best nurses and our hospitals would thus suffer from the use of them as schools for nurses.

#### "REMUNERATION.

"I think payment should commence as soon as a probationer is taken into the service of the hospital. I repeat, nursing is not a money-making calling. The day is past when it was thought to be noble self-sacrifice to take up nursing; it is now recognized as an 'honorable calling for honorable women,' and I think it ought to be so arranged that women of moderate means might be enabled to enter with the object of making a living, which object does not necessarily entail a mercenary spirit. I think it is a stimulus to the overcoming of the initial difficulties connected with the work. We do not wish to attract the dilettante class, we rather wish to exclude them, and I would emphasize what has already been ably said by Professor Macewen as to the desirability of equality in the work, merit alone carrying the day, and not the paying of fees, nor purchase of the higher positions. We want women of earnest purpose with no heroics, but sufficient interest in the work to be happy in it and to carry them through emergencies that may arise with a spirit of pleasure, without feeling ill used.

"Free from the worry of classes, I think it a most pleasant work, always varying with the myriad individuals and their myriad interests. I speak from the experience of twelve years spent directly at the bedside.

#### "DOMESTIC WORK.

"I am aware that some may raise an objection to the purely technical character of our scheme of preparatory instruction for nurses, and think we altogether lose sight of the domestic. This we can never escape from; it is this domestic nature of the work which makes it essentially a woman's work, and I would advise everyone who wishes to perfect herself in the art of nursing to perfect herself first in the art of housekeeping, including cooking. I think it a waste of time to come to hospital to learn these things, and they cannot be done without, they meet a nurse at every turn.

"The whole condition of a ward depends on the nurse in charge (cleanliness is a much more scientific matter than appears at first sight). We do not ask our nurses to do the housemaid's work of the ward, but we do ask for a thorough knowledge of the best methods of cleaning that they may be able to direct. We have no system for the training of ward-maids,—I wish we had,—and therefore have to depend upon the nurse in charge for the general brightness and comfort of all under her; it is similar to an ordinary home, and we all know how much depends upon the head. It is sometimes quite distressing to hear an otherwise capable woman expressing her ignorance of the most common household matters, giving as an excuse the depending upon servants.

#### "JOHNS HOPKINS CURRICULUM.

"In looking over the circular of information kindly sent to me by Miss Nutting, of the Johns Hopkins Hospital School for Nurses, I did so bearing in mind the characteristics of the two nationalities and their differing needs.

"In comparing the two systems, please do not misunderstand me and think that I suppose either of the systems transplanted would take kindly to the foreign soil; each has sprung of its own particular need. It is interesting to know what others are doing, and we may be helpful to each other in this way; beyond this we cannot go.

"We see that during the first six months of probation, before the pupil enters the wards, instruction is given in household economics, food, hygiene, sanitation, anatomy, physiology, and materia medica. I must interrupt to say, one cannot but feel envious of this well-arranged school for preparatory work, and wish some generous donor would furnish us with the same facilities for teaching. Well, after this six months come eighteen months spent in practical work in medical, surgical, gynecological, infectious, and orthopaedic wards, not

less than eight hours daily, with an hour or two given to class work; this holds good through the two and a half years of ward work. The last twelve months are given to obstetrics, pediatrics, nervous diseases, and surgical technique as taught in the various operating-rooms. We go to the other extreme, giving a ten-hours' day to ward work, banishing all classes during the three years spent in the wards, exclusion of class work while in the wards being our main object in adopting a plan for the preparatory technical instruction of nurses. In addition to this, we confine ourselves strictly to the acquiring of skill in general medical and surgical nursing during the three years, believing this to be the best course for us. I do not think the average woman of our country could cover more ground thoroughly, and, as I have previously said, we have the disturbance of the ward work in regard to the interests of the patients to consider.

#### "SPECIALISM.

"I also think all special subjects should be taken up after a nurse holds her diploma for general nursing. I should like to see the day when it would be illegal, with us, for any woman to follow specialism—especially midwifery—without her diploma in general nursing,—that is, when we arrive at the halcyon days of knowing what that term indicates. So many complications arise in all forms of illness that if a woman take up any special branch of nursing without a general training she is likely to find herself in many difficulties. Any measure of success attending our enterprise is entirely due to the enthusiasm with which all concerned threw themselves into the work. The medical men who kindly undertook the various classes have been untiring in their efforts to make the two courses as useful as possible, and the coming in daily contact with the pupil through the whole time of residence—viz., the three years—is most helpful in keeping up her interest and seeing that she makes the best possible use of her time.

"Our nurses in charge have almost all passed through the same course of instruction and are most helpful to me in seeing that the practical nursing is well taught; not only in this, but in my own classes held during the second course I should be at a sad loss if it were not for the ready help I receive from them.

"Last winter each of our charge nurses in the medical wards kindly made arrangements for the taking of two or three pupils at certain hours for the giving of practical instruction in the taking of temperature, pulse, respiration, study of excretions, testing, etc."

Upon the conclusion of Mrs. Strong's paper Miss Ross gave very interesting extracts from the following paper prepared by Miss M. A. Nutting, of the Johns Hopkins Training-School.

#### "THE EDUCATION OF NURSES.

"While the question of nursing education is beset at every turn with urgent problems, no one of these probably transcends in importance that aspect of the matter which, because we do not quite know what to do with it, we call the 'Preliminary Education of Nurses.' As such it has claimed an increasing amount of our thought and attention during the last few years, and has been made the subject of a few interesting and instructive experiments. In a recent number of *THE AMERICAN JOURNAL OF NURSING* (March, 1901) the writer attempted to describe briefly the methods used in those schools in which a course of preliminary instruction has been established,—viz., the Glasgow Royal Infirmary, the London Hospital, the Dublin Technical School for Nurses, and, in America, the Waltham School in Massachusetts. Since that date an effort has been made to test the value of such a course of preparatory instruction in the Johns Hopkins Hospital School for Nurses at Baltimore, and a class of pupils was admitted on that basis in September of last year. This plan of work has therefore been in operation but little more than six months, and no just estimate of its value can yet be formed, but in view of the increasing interest shown in the matter the writer has acceded to repeated requests to give some details of the work as carried on here.

"The outline of the scheme for this preparatory teaching includes as subjects

'Household Economics,' with special reference to the study of foods; 'Hygiene and Sanitation,' 'Anatomy and Physiology,' 'Materia Medica,' and the 'Elements of Nursing.' The time set apart for this course of study and practical work is six months, which is considered a probationary period. Ability to enter the wards and to proceed with her professional education depends upon the pupil's passing the required examinations and tests in the foregoing subjects, and also upon her having proved her fitness to enter from the important stand-points of physical strength and temperament, personal characteristics and habits. Probationers who are found to be quite unequal to the work and study or are unsatisfactory from other stand-points are dropped from the course within a few weeks, as under previous systems. Pupils receive board, lodging, and a reasonable amount of laundry work from date of entrance, uniforms being supplied them by the hospital when they are accepted as pupil nurses. Text-books and stationery are provided from the beginning. The six months forms a part of the three years, and accepted pupils have therefore practical work in the hospital wards for two and one-half years. The course of instruction includes both theory and practice, the practice being limited to a period of from four to six hours daily, the theory occupying from two to three hours daily.

"For purposes of instruction in the practical part of this training the school building generally known as the Nurses' Home was selected. The kitchens, serving-rooms, pantries, and class-rooms were suitably equipped and certain portions of the necessary daily work set apart for practice classes for the students. In pursuance of the belief that it is essential for the nurse to have a wide and thorough acquaintance with the subjects of foods and dietetics and a full knowledge of the work of the household, with careful training in its various branches, a comparatively large proportion of time is devoted to this study, a detailed account of which will be given later on. The entire mornings are devoted to practical work in some one of the following departments: the dining- and serving-rooms, kitchens, one floor of bedrooms, including halls, lavatories, and bath-rooms, etc., the room for the preparation of surgical supplies and dressings, clinics of the out-patient departments. Classes and recitations are held each afternoon between two and five in the following subjects: anatomy and physiology, hygiene and sanitation, the properties and effects of drugs, practical classes in the elements of nursing, including bandaging. At the head of each of these departments a trained instructor is always on duty with her pupils, making the various portions of the work which they are obliged to perform the subject of constant instruction and criticism. The organization thus resembles somewhat that of a ward with head nurse and pupils, the teacher corresponding to the head nurse.

"The practical work as carried on in the various departments to-day shows in the dining- and serving-rooms a group of six pupils. Here they are on duty from seven until eleven A.M., going off duty and returning from five until seven P.M. Their duties include the care and cleansing of dishes, silver, china, and all cooking utensils; the care of table linen in the removal of stains before sending to the laundry; the care of pantries, shelves and drawers, and various food receptacles; the care of refrigerators and refuse-cans; the receiving of supplies, meats, milk, butter, eggs, vegetables, and groceries, weighing, noting condition of article when received and its proper care until used. Here lessons are given in the necessity for absolute cleanliness in every appointment in connection with the care and serving of food.

"Going from there to the kitchen, which is equipped with a large and complete gas cooking-range, charcoal broilers, as well as various steam appliances for cooking food in large quantities, we find a class of pupils at work preparing soups, meats, vegetables, and desserts for dinners, also preparing cold meats, arranging salads, and preparing fresh or cooked fruits for the suppers. Nourishment is prepared and trays arranged for any member of the family who is prevented through illness or other incapacity from coming to the table, thus affording practice in the dainty serving of attractive foods.

"In the preparation of meats the pupils are taught the characteristics of different kinds and cuts of meats, the relation of bone to muscle and fat, the cuts suitable for different purposes; roasting, broiling, stewing, broth, and soups; cooking of tough and tender meat, the nutritive value of each, the effect of different temperatures on proteids and fats. The pupils have lessons and practice in carving

roasts of beef, lamb, poultry, etc., each doing the carving for the dinner daily for two weeks.

"In the preparation of desserts, the principles of cooking eggs, milk, and starch are taught.

"Instruction is also given in marketing and in the preparation of the weekly menu.

"All practical work is under the direct supervision of trained instructors, who emphasize the importance of accuracy, neatness, and the proper regard for time employed in performing every detail of the work.

"Twenty-six lessons of from two to three hours each are given in the chemistry of foods, the relation of food to the body, the effect of food on the body in different diseases, the cost of food, food values, and the calculation of properly balanced dietaries. The microscope is freely used in the study of food materials, and demonstrations by instructor or pupils are used to impress on the minds the point under discussion.

"It should be noted concerning all of this work that, while instruction is given in the right way of cleansing and keeping in good order all cooking utensils and appliances, and these methods are clearly demonstrated so that the pupil cannot fail to become familiar with the proper agents, the cleaning of floors, sinks, stoves, and refuse-cans is not a part of the duties assigned to the pupils. They are expected, however, to know how all these things should be done. That which is most essential for teaching purposes has been selected out of the actual work of the day, which, including, as it does, two breakfasts, two dinners, and two suppers, affords abundant material for a very satisfactory kind of instruction. One of its most valuable features lies in the fact that in precisely the way in which the pupil nurse is taught in the wards to feel the vitally important nature of all that she does for her patients, so the pupils in the school quickly realize that they are occupied in work the results of which are of much consequence, and it must be done according to certain definite standards of instruction. In each instance the product of their activity as students is utilized and a matter of much moment, and the effect of this knowledge upon the character of their efforts is constantly noted.

"One entire floor of the school building has been set apart as a place where a group of students is detailed for six-weeks' duty in studying and practising the details of practical hygiene as it should be applied to wards and rooms for the sick. This floor contains the bedrooms of one class of students, and, with adjoining halls, bath-rooms, lavatories, etc., is used as a field for teaching. Each pupil is assigned a definite territory, and the work is carried on as though each room were occupied by a patient. The routine practical work daily begins with showing how rooms are properly aired, and bed linen, mattresses, and pillows so arranged as to receive the fullest benefit of fresh air and sunshine. Careful bedmaking, with reference to the details essential in preparing the beds for the sick, together with instruction as to the suitable kinds of beds of hospital wards, also the cost and care of mattresses, blankets, and bed linen, are included in these lessons.

"The most suitable and convenient arrangement of furniture is observed, as well as a thoughtful adjustment of light and shade. The noiseless closing of doors, moving of chairs, preserving of order and quiet in all work, the comfort of future patients being constantly borne in mind, the care of windows and walls, of hard-wood floors and rugs, of paints, varnish, mirrors, and brasses, including the scrupulous cleanliness of utensils and appliances, are subjects for thorough teaching. The right method of dusting and its extreme importance in hospitals are dwelt upon. In caring for and cleansing porcelain tubs, nickel and brass fittings in bath-rooms and lavatories, the effect of good and harmful agents is demonstrated, and the paramount importance of absolute cleanliness and free ventilation in these frequently obscure places is indelibly impressed upon the minds of the students by the scrupulous care given.

"In the linen-rooms the pupils become familiar with the details of the care and arrangement of linen and household supplies.

"Instruction in the surgical-supply room extends over a period of about six weeks. It is most practical in character, and includes the making of the numerous surgical dressings, sponges, gauze rolls and pads, the medicated gauzes, iodoform and bismuth, the preparation of silver-foil and tissues, and the making of gauze, muslin, flannel, and plaster bandages. Instruction is given in the methods and

purpose of sterilization, the handling of sterilizers, and the principles governing asepsis and antisepsis. By the distribution of the sterile supplies to the different wards each morning knowledge is gained of the kind and amount of supplies required for the average ward per day, and the weekly and monthly records of the use of materials and their cost is thus obtained. The pupils are taught as they make and prepare for the sterilizer the various kinds of dressings why some are used in certain kinds of work and not in others, and this is supplemented by occasional visits to the wards, inspection of bandage-closets and surgical carriages, and, if possible, a few dressings are seen.

"In connection with this are the various clinics of the out-patient department, the orthopædic clinic in particular, where pupils of this group are detailed in rotation to assist the head nurse. Here they are taught how to prepare the children for examination, the care of the skin where plaster casts are to be worn, the use and proper handling of plaster bandages, the use of apparatus for correcting deformity, and by becoming familiar with seeing and handling these crippled and deformed children much is done towards preparing the pupils for their later work in the wards. In these clinics, where so many plaster dressings are made on ward patients who have undergone surgical operations, experience is had in the use of instruments and gloves for dressings and their after-care, the handling of surgical supplies, the making of carbolic and bichloride solutions, preparing for irrigations, accuracy in hearing and alacrity in obeying orders. A thorough course in bandaging comes later in this preliminary training.

"The ground of the course of preparatory instruction as carried on here at present is thus outlined. To the regular schedule of work and study a number of lectures and talks by experts in various subjects are added as opportunity for securing them arises. These talks are upon topics relating to the general scheme of the course and included under the head of "Household Economics," such, for instance, as the history and manufacture of various textiles, linen, cotton, woollens, silk; potteries, the making and decorating of earthenware and china; floors and floor coverings, and similar subjects.

"As before stated, it is too early in the day to say anything conclusive on this subject either as to its merits or demerits. At present the former constantly obtrude themselves; later the other side may claim more of our attention. The basis of all arguments in favor of such a course may perhaps be briefly summed up in the following statements:

"That training in the practical or technical side of our work can only be pursued in any satisfactory manner, or to any sufficient degree, when the pupil has been suitably prepared by theoretical instruction. Otherwise she is merely a routine performer of acts which she does not understand and which, therefore, are of little or no benefit to her, and which are liable through her ignorance to be distinctly injurious to her patients.

"That the effort to prepare pupil nurses hitherto has been carried on in connection with their work in the wards and has resulted in the all but universal custom prevalent in training-schools of mixing theory and practice indiscriminately together with little regard to methods, standards, or logical sequence of subjects and with a totally inadequate provision of time for study. We have, therefore, pupils entering wards and finding there a combination of domestic duties of a somewhat laborious and unfamiliar nature and duties and responsibilities of almost every kind in the care of the sick about them. In addition to this, they should begin at once the study of anatomy, physiology, the properties and effects of drugs, and other matters, so that, in fact, it has been found necessary to crowd the instruction of the first year greatly in order to prepare the pupil to proceed with any advantage whatsoever with her professional education.

"It has, therefore, gradually become evident that schools for nurses have before them the necessity of considering some better methods of teaching, something more thorough, systematic, and progressive, something which really considers the needs of the pupil in the same way in which similar needs are considered in other educational institutions, and the teaching and training adjusted to the ultimate end. Were it possible now to place the requirements of admission at such a point as would insure in our pupils a definite knowledge of certain prescribed subjects before entrance to the schools of nursing, it is manifest that our work of education might be greatly facilitated. That it is not possible at present will be seen at once when we stop to consider what means are now avail-



able for providing candidates for admission with such instruction. We say that any scheme for preparatory instruction should include:

"1. A thorough practical training in the care of the household and in the properties and preparation of foods.

"2. A definite prescribed course of instruction in anatomy and physiology.

"3. A study of the properties and effects of drugs.

"4. Classes in and demonstrations of the simple and elementary forms of practical nursing work.

"It requires little knowledge of existing facilities for acquiring such instruction to realize that at present there is no known school or institution of any kind where a candidate might go to fitly prepare herself in these subjects for entrance to the hospital school of nursing. Certain well-known institutions, such as the Drexel in Philadelphia, the Pratt in Brooklyn, the School of Housekeeping in Boston, and some others cover the ground of the domestic sciences admirably, and upon them we depend for our instructors in these branches; but the subjects of anatomy and physiology and materia medica are not taught in these schools, nor does there seem to be any feasible way by which a student could carry on these studies simultaneously with her course of instruction in domestic science. The instruction in the latter subject is, moreover, largely occupied with the subject of foods and cookery,—great essentials, but not all that we mean when we say that a pupil should have a knowledge of housekeeping before entering the hospital wards for her training as a nurse. Such a knowledge includes the practical handling of the things and affairs of the home, and is taught in no schools and in few homes at the present day. Spencer says truly, "That which our school courses leave almost entirely out, we thus find to be that which most nearly concerns the business of life."

"But even should it prove possible at some later date to provide instruction such as has been outlined, either in existing institutions or schools established solely for the purpose, there may be some reasonable doubt as to how far this would supply what we are trying to bring into preparatory teaching, and what is perhaps one of its vital features. Not more important than the amount of knowledge gained or the number of facts acquired is the *way* in which things are taught, the *way* in which the life of the student is ordered, the constant training in habits of neatness, accuracy, precision, keenness of observation, forethought, the cultivation of self-control, self-reliance, and ability to bear responsibility and to meet the emergencies of life. These are things which we need to teach from the very beginning, or, what is even more important, to find out to what degree it will be possible to teach and develop these qualities in any given student. Our whole system of training is based upon military ideals, rather than the scholastic, and how greatly our efforts are directed towards that moral discipline which forms and determines character and makes it beyond any other thing whatsoever the force in life upon which we as nurses have to reckon, we hardly realize until called upon to consider or apply other methods of education. It will be observed that in our preparatory teaching every step in any direction is governed by the order, method, system to absolute correctness and precision, and obedience of orders which we have found so excellent when applied to the training of pupils in our hospital wards. It would seem, therefore, that in considering constantly, as we do, the question of the establishment of preparatory schools, we should aim at securing a *kind* of teaching and training which is in some conformity with our existing methods and in accordance with the ideals and standards by which we are at present governed. As a matter of fact, the writer is so far from clear on the subject of preparatory schools that she is somewhat inclined to believe at present that we should drop the phrase 'preliminary education,' and include in our large schools this instruction in the general scheme of nursing education, which it is the business and purpose of hospital training-schools to give, whether theory or practice. It is not evident that we have any ground for insisting, for instance, that our applicants come to us prepared by a knowledge of anatomy, physiology, materia medica, foods, and dietetics. For what other work than nursing do they require such instruction? It may be argued that to give this teaching is costly. True, but so is any kind of education worth having. Moreover, facilities, appliances, the plant, in fact, for such preparatory instruction exist in hospitals to a greater degree and better in quality than can be found anywhere else. It is possible that a larger experience may modify or even alter these views upon this

one aspect of our attempts to improve the education of nurses. In the meantime our efforts must be to prove all things and to hold fast that which is good.

"SCHEDULE FOR PREPARATORY INSTRUCTION.

"This class is divided into groups of from four to six pupils going on duty at seven A.M. Each group of pupils is on duty in some one of the following departments for six weeks, passing on at the end of that time to another department. Hours of practical work on duty daily are: Two groups from seven A.M. until one P.M.; two groups from seven until eleven A.M. and from five until seven P.M.

Monday.	Tuesday.	Wednesday.	Thursday.	Friday.	Saturday.
A.M. Group I. Bed- and linen- rooms.	A.M. Group I. Bed- and linen- rooms.	A.M. Group I. Bed- and linen- rooms.	A.M. Group I. Bed- and linen- rooms.	A.M. Group I. Bed- and linen- rooms.	A.M. Group I. Bed- and linen- rooms.
Group II. Dining-room and kitchens.	Group II. Dining-room and kitchens.	Group II. Dining-room and kitchens.	Group II. Dining-room and kitchens.	Group II. Dining-room and kitchens.	Group II. Dining-room and kitchens.
Group III. Serving-rooms and pantries.	Group III. Serving-rooms and pantries.	Group III. Serving-rooms and pantries.	Group III. Serving-rooms and pantries.	Group III. Serving-rooms and pantries.	Group III. Serving-rooms and pantries.
Group IV. Surgical-supply rooms and clinics.	Group IV. Surgical-sup- ply rooms and clinics.	Group IV. Surgical-sup- ply rooms and clinics.	Group IV. Surgical sup- ply rooms and clinics.	Group IV. Surgical sup- ply rooms and clinics.	Group IV. Surgical-sup- ply rooms and clinics.
2-4 P.M. Class in Anat- omy and Physiology.	2-5 P.M. Dietetics and Chemistry of Foods.	2-3 P.M. Materia Medica.  3-5 P.M. Elements of Nursing.  8 P.M. Lecture, Physiology.	2-4 P.M. Class in Anat- omy and Physiology.	2-5 P.M. Dietetics and Chemistry of Foods.  8 P.M. Quiz. Physiology.	2-5 P.M. Laboratory.  Anatomy and Physiology.

"The Spring class, which entered March 12, 1902, will change in the following manner on April 23, June 4, and July 16:

- "Group I. will replace Group III.
- "Group III. will replace Group II.
- "Group II. will replace Group IV.
- "Group VI. will replace Group I."

Miss Ann L. Pearse, of St. Luke's, Chicago, read the following paper on "Post-Graduate Work:"

"We all seem to agree to the fact that there is a crying demand among graduate nurses for an opportunity to take a short, practical post-graduate course. Something has been done for a few of us, but the need for a more definite form of organized action, providing a means whereby the graduate nurse may keep herself abreast with the rapid advancement daily being made in her profession, is one of the most urgent problems confronting us to-day.

"The woman who is so fortunate as to have had two years (or three years, as is now required) in one of our large general hospitals, upon whose attending staff are *authorities* in the medical profession, is well equipped for her work as she steps forth into the world, a fresh graduate. But if the average experience of so-called private nursing falls to her lot, in a few years she not only feels her disadvantage relative to the changes and advancement made since her graduation, but the chances are that unwittingly she has narrowed down to one or two phases of her work, and *that*, more than likely, under one or two physicians only. When the opportunity for broader work presents itself, she finds she has lost or mislaid much of the good equipment with which she started

forth; nor has she had practical opportunity to acquire the up-to-date methods put into practice since 'her day.'

"Then there is our sister nurse, who, either through unfamiliarity with the extent of her needs or inability to make a broad start, began her career in a very small training-school, possibly in some hospital *specializing* its care of the sick. If she goes on with her work, how soon is she going to feel her unfitness for much that confronts her?

"Then too we all feel that there should be State registration for nurses. This means a standard whereby our fitness for nursing may be tested, and to meet this test (if it is as it should be) how greatly we need post-graduate work.

"The progressive physician to-day is obliged to make periodical trips to medical schools and hospitals for lectures and clinics; like as not, he goes abroad to get the benefit of the most advanced thought on the continent. Such a physician must have a nurse who can keep abreast with him, or she is no longer an aid. Many a physician has been compelled to put aside a one-time favorite nurse and employ a more recent and modern graduate.

"That there are all these needs and many more that cry out for post-graduate work no one familiar with the subject will deny, but the stumbling-block seems to be how to make a *start*—a start in the best way to insure a growth into an eventual solution of meeting the need of *keeping* a woman well equipped for the nursing of the sick.

"Many very wise heads say we are not yet ready to equip and maintain a post-graduate training-school working on an independent basis. If this be so, then we must still fall back on our regular training-schools to arrange in *some* manner to accommodate us until the time is ripe for the real post-graduate training-school.

"It is the *practical* more than the *theoretical* work that we need.

"Though it has been stated that colleges and universities have found it impracticable to deal with pupil and graduate at the same time, yet we know what a vital force post-graduate work is in all educational institutions, augmenting and not detracting from the important work of the under-graduate. It does not seem to be an altogether undesirable thing to make room for the graduate nurse in our present working hospital corps. Let a definite plan of action regarding the graduate nurse enter into the regular system of supplying the nursing force something *more* than a little work during the vacation time.

"A stated number of graduate nurses might be included in the regular complement of nurses required in the hospital. In this manner could be met much of the objection, so often raised, of the post-graduate usurping the place and work rightfully belonging to the pupil-nurse. The advantages which might be gained by such a system are not necessarily one sided. It would lessen the amount of raw material to be handled each year, and certainly the patient in the hospital is going to gain thereby—experienced hands rather than inexperienced hands will minister to his wants. The crowding in out-field of labor will be lessened—quality *vs.* quantity—which will be a protection to our business interests.

"The duration of time to constitute a post-graduate course could not be the same as that required for first training. We believe it quite possible to incorporate into the prescribed plan for keeping a full nursing corps some well-devised method whereby a limited number of graduate nurses may be accepted for, say, a six- or nine-months' training.

"We all feel quite convinced that the graduate can afford neither the time nor the energy to do a probationer's work again. But we believe an arrangement of duties could be so formulated as to omit much, perhaps almost in its entirety, of such work in her post-graduate course.

"I understand that not infrequently when a graduate returns to her Alma Mater for the privilege of a 'brushing up' she is inclined to desire to dictate as to the class of work she will brush up in. To pursue such a method on a large scale is bound to prove disastrous, not only to the hospital, but to the graduate herself. She is very apt to choose unwisely, and so lose much of the advantage she undertakes to obtain. We all know how attractive the operating-room is, and how absorbingly interesting it must be to get back there for work. We have so little such experience in our private work,—nor are we likely to have,—which is one reason why we make a mistake in putting the most of our time

and energies into that department, especially if we are trying to fit ourselves for better private work, as the majority must do. We also turn to the maternity ward—that is of more advantage to us, but apt to be too fascinating too. We are sure that the average nurse needs more knowledge in so-called medical nursing, especially in medical emergency, and the children's ward will be of infinite help in future work.

"*There should be a compulsory routine of hours and work* in the same manner as exists for the pupil-nurse. It might include something of instruction in the office management of a training-school; an insight into how all these schedules of time and work are mapped out to fit each nurse. Also something of practical hospital economics, and something of the broader work of domestic economy. We have now the advantage of a very advanced course in hospital economics at Columbia College, especially for those who desire to fit themselves for superintendents, one of the principal aims of the course being to establish and maintain uniformity in the curricula of training-schools. But a very high standard of practical knowledge is required before one is allowed to matriculate, and how many of us, with the average experience, after five years or so, feel ourselves qualified to take such a course without special preparation?

"If post-graduate work is undertaken by the training-school it would probably be necessary for the teaching force to be increased, as most of the instructors, especially the clinical instructors, are now overtaxed. Possibly this requirement might be met in a measure by the post-graduate being intrusted with the instruction of the probationer in some of the preliminary studies. We believe that there is no greater incentive to acquire knowledge than being responsible for the teaching of it to others.

"The wearing of the uniform of the school would be a matter to be settled by each hospital. It would certainly tend to the appearance of greater uniformity of system if the graduate adopted the uniform of the school while on duty in the institution, and if such should be made *compulsory*, the expense of said uniform should be met by the hospital. As to any further pay, we believe it to be unnecessary, unless it be the usual board, lodging, and limited laundry. It would be a rare instance should a nurse, after a few years of work, be not able to meet the small expenses attendant upon her living during her post-graduate course, particularly if she receive her board, etc., as suggested above. We know that it is true that not infrequently physicians, especially in the larger cities, receive requests from graduate nurses for information as to where they can obtain a post-graduate course, and many of these nurses stand ready to bear *all* their expenses and pay one, two, or even three hundred dollars for the privilege of this advanced training in an accredited school, empowered to give a certificate at the completion of the course.

"Could we not do some good, active work towards a solution of this problem if the various alumni associations appointed committees whose business it would be to look into the matter of post-graduate work as *broadly and thoroughly* as possible and submit some plan by which a good beginning might be made?

"Many of us who have had the fortunate privilege of a broad and thorough training in a large general hospital, and then have worked outside under the ablest physicians, perhaps may find that, after all, our knowledge and experience are not inadequate for the best work, but after a few years of 'shifting' for ourselves we need the *inspiration* as well as the *guidance* to be found in the hospital, and which we can gain nowhere else."

Miss Davis moved that the discussion on the papers read be dropped, as the time was short.

The motion was seconded by Miss Keating and carried.

PRESIDENT.—This will close the general session for the afternoon. The delegates will remain for the executive session.

The delegates then went into executive session.

P.M., May 3.

EXECUTIVE SESSION.

PRESIDENT.—As the first item of business, we will hear the report of the Committee on Resolutions regarding preparatory training to be sent to the International Council of Nurses.

Miss Riddle read the following resolution:

"In view of the widespread feeling that a preliminary course of instruction is necessary, be it

"*Resolved*, That the Nurses' Associated Alumnae of the United States use its influence for the universal adoption of this course."

It was moved by Miss Fulmer and seconded by Miss Cox that the resolution be adopted.

Resolution. carried.

PRESIDENT.—This resolution will be transmitted to the International Council by the secretary of the society.

PRESIDENT.—The next item of business is the report of the Committee on Resolutions.

Miss Anderson read the following report:

"I. *Resolved*, That the Nurses' Associated Alumnae of the United States, in fifth general convention assembled, extend to Miss Fulmer and her associates sincere appreciation of the thoroughly efficient and adequate manner in which the arrangements for this convention have been carried out.

"II. *Resolved*, That our thanks be extended to the Alumnae Associations of Chicago, to the various hospitals, to the Guild of St. Barnabas, to Hull House, and others who have contributed so much to our entertainment.

"III. *Resolved*, That our thanks be extended to the Class of 1902 of St. Luke's Hospital Training-School for the reception on Thursday; to the Illinois Training-School for the 'At Home' on Friday, and to the Sisters of Mercy Hospital for the clinic held by Dr. Murphy in their hospital.

"IV. *Resolved*, That our thanks are due Mr. George B. Ross, manager of the Lexington Hotel, for the extremely courteous and hospitable manner in which we have been entertained.

"V. *Resolved*, That our thanks are due Messrs. Swift & Co., Libby, McNeil & Libby, and Messrs. Armour & Co. for the courteous invitation to visit their plants at the Union Stock Yards."

PRESIDENT.—You have heard the report of the committee. What will you do with it?

Miss Ross.—I move that we accept it.

Miss BRADFORD (Allegheny General).—I second the motion.

The motion was put and carried.

PRESIDENT.—Is there any further business?

Miss RIDDLE.—Madam President, in view of the fact that there is some question regarding the parliamentary procedure of last night of the vote on a meeting-place for next year, I desire to move that we reconsider that vote. I am only making a motion, please understand, that we reconsider it. I am not making a motion that the meeting-place be some other place, but that we simply reconsider that vote.

Mrs. CUTHBERTSON.—I second the motion.

The motion was put and carried.

Miss DAVIS.—I move that Boston be the place for the next meeting.

Miss RAMSDEN.—I second the motion.

MISS DAVIS.—I want you to understand that the Boston members do not want the meeting unless they get it in an honorable manner.

The motion was put and carried, and Boston was declared to be the next place of meeting.

PRESIDENT.—If it is your pleasure, you can decide when the meeting will be held.

MISS PALMER.—I would like to say a word about the date. I know that the first of the month or near the first of the month is the most inconvenient time for members connected with institutions to attend a meeting.

MISS RIDDLE.—I move that we hold our next annual convention as near the middle of June as can be arranged for.

Seconded by Mrs. Stillhammer and carried.

PRESIDENT.—We will now hear the report of the Nominating Committee. The committee read the following report:

“For president, Miss Damer, Miss Riddle.

“For first vice-president, Miss Fulmer, Miss Walker.

“For second vice-president, Miss Rudden, Miss Smith.

“For treasurer, Miss Healy, Miss Davis.

“For secretary, Miss Ross, Miss Thornton.”

PRESIDENT.—I thank you for your kind feeling towards me. I thought it was understood I was not a candidate for reëlection, and must ask you to make another choice.

MISS DAVIS.—Is it necessary to appoint another candidate?

PRESIDENT.—It can be made from the floor if desired.

MISS KEATING.—Madam President, now that the meeting is to be held in Boston, I think we might elect Miss Riddle by acclamation to the presidency.

MISS SPEAR.—Does Miss Damar really and positively decline to have her name used?

PRESIDENT.—It was understood some time ago. I told many of the delegates that I would not be a candidate and did not suppose my name would be brought up again.

MISS DAVIS.—The question still remains, what are we to do about it?

PRESIDENT.—I don't think it is constitutional to elect by acclamation.

Miss Palmer moved that the by-laws be suspended and Miss Riddle be elected by acclamation.

The motion was seconded and carried, and Miss Riddle was declared to be elected president.

PRESIDENT.—We will now hear the report of the election.

The secretary announced the following result:

“First vice-president, Miss Fulmer.

“Second vice-president, Miss Rudden.

“Treasurer, Miss Healy.

“Secretary, Miss Thornton.

“Chairman of the Committee on Arrangements, Miss Dolliver.”

MISS FULMER.—I feel very strongly that this is a fitting time and place to show our appreciation of the years of interest and service rendered to the Associated Alumnae by Mrs. Hunter Robb. A large part of its present standing and success is due to her, and I therefore move that the name of Mrs. Hunter Robb, as honorary president, be added to our list of officers.

The motion was seconded by Miss Thornton and adopted.

PRESIDENT.—I would like to introduce your new president to you, if she will come forward.

Miss Riddle, the new president, on assuming the chair, made the following remarks:

"OFFICERS AND MEMBERS OF THE ASSOCIATED ALUMNÆ: I want to thank you especially for your willingness to come to Boston. We might promise you several things if you come. We do promise that you shall be rocked in the cradle of liberty, but remember that Philadelphia has a cradle of liberty also. We promise that if you need an enlargement of your visible horizon, you will be taken to the top of the Bunker Hill Monument; that if you need your patriotism revived, you shall be taken to Concord; but most of all we promise you a cordial welcome."

MISS PEARSE (St. Luke's, Chicago).—Madam President, I move we adopt the following resolution:

"*Resolved*, That this association express to Miss Damer, at this moment of her retirement, the pleasure of her personal interest, enjoyed by each member, and the appreciation of the entire association of her very efficient services."

Seconded by Miss Stone and carried by unanimous vote.

The president announced, as there was no other business, the convention would adjourn to meet in Boston as near the middle of June as could be arranged for.

MARY E. THORNTON,  
Secretary.

